B6025-1-U

Merrill Lynch Realty

Relocation Management Division

A study of employee relocation policies among major U.S. corporations

1 9 8 8

36125-1

Merrill Lynch Realty

Relocation Management Division

A study of employee relocation policies among major U.S. corporations

Conducted By: Hagen Marketing Research Inc.
Sponsored By: Merrill Lynch Realty • Relocation Management Division

Table of Contents

	Page
The Study	1
Introduction	1
Study Procedure	1
Study Objectives	1
Report Presentation	1, 2
Employee Transfer Experience	3
Expectations for 1988	3
Homeowner Transfers	4
Company Policies Regarding Transferred Employees	5
Formal Relocation Policies	5
Changes in Corporate Relocation Policy	5
Exception Areas	5
International Transfers	5
Use of Relocation Management Firms	5
Policies for Home Sale	6
Policy for Selling a Transferred Employee's Home	6
Inventory Time	6, 7
Amended Assigned Sales	7
Marketing Assistance Programs	8
Incentive Programs	8
Loss on Investment	8

	Page
Home Purchase Programs	9
Expenses Reimbursed	9
Mortgage Interest Differential Allowance (MIDA)	9
National Mortgage Programs	9
New Hire Policy	10
New Professional Hires	10
New College Graduate Hires	10
Additional Reimbursements	11
Cost-of-Living Allowance (COLA)	11
Spouse Assistance	11
Allowance for Incidental Expenses	11
Tax Policy	12
Tax Adder Payments	12
Relocation Costs	13
Costs to Relocate a Homeowner	13
System for Tracking Relocation Costs	13
Other Assistance	14
Group Moves	14
Renter Assistance	14
Househunting Trips	14
Temporary Living at the New Location	15

Statistical Tables	Table(s)
Employee Transfer Experience	
1987 Transfer Experience	1
1986 Transfer Experience	2
Expectations for 1987	3
Homeowner Transfers	4
Company Policies Regarding Transferred Employees	
Have a Formal, Written Policy	5
Policy Revisions	6, 7, 8, 9
Anticipated Changes in 1988	10, 11
Policy Exceptions	12
International Transfers	13
Use Outside Service Firm	14, 15
Policies for Home Sale	
Overall Policy	16
Inventory Time	17
Amended/Assigned Sales	18
Market Assistance	19,20
Incentives	21, 22, 23
Loss-on-Investment	24, 25, 26
Home Purchase Assistance	
Expenses Reimbursed	27, 28, 29
Mortgage Interest Differential Allowance (MIDA)	30, 31
National Mortgage Program	32, 33

Statistical Tables	Table(s)
New Hire Policies	
New Professional Hires	34, 35
New College Graduate Hires	36, 37
Additional Reimbursements	
Cost-of-Living Allowance (COLA)	38, 39
Spouse Employment Assistance	40, 41
Incidental Expense Reimbursement	42, 43, 44
Tax Adder Payments	
Companies which Provide	45
Taxes Covered	46
Gross-Up Policy	47, 48
Additional Reimbursements Covered	49
Relocation Costs and Tracking Systems	
1987 Costs	50, 51
System for Tracking Costs	52
Other Assistance	
1987 Group Moves	53, 54
Renter Assistance	55
Househunting	56, 57, 58
Temporary Living	59

The Study

Introduction

This report contains results of the sixteenth annual Study of Employee Relocation Policies Among Major U.S. Corporations sponsored by Merrill Lynch Relocation Management. The 1988 survey covers 1987 relocation policies, and was conducted during the first quarter of 1988 by Hagen Marketing Research Inc. Most of the questions in this survey are identical to those asked in last year's survey. Year-to-year comparisons have been made for select questions which have been retained for a number of years.

Study Procedure

Respondents for this survey were selected from among firms in Fortune magazine's top industrial companies plus firms in Fortune's lists of top non-industrial firms. More than 50% of the firms interviewed also participated in previous years.

All interviews for this study were conducted by long distance (WATS) telephone from a facility in Pennsylvania. Prior to conducting the full-scale study, questions were carefully pre-tested to ensure accurate results. Individuals interviewed were those who had primary responsibility for the administration of their company policy regarding the relocation of employees. A total of 613 interviews were conducted between January 7 and February 17, 1988.

Study Objectives

The objective of this survey was to obtain information concerning employee relocation policies of major U.S. corporations in order to help those individuals responsible for establishing, implementing and managing their companies' policies.

The survey reflects responses to many specific questions which cover two general areas:

1) General Relocation Activity
The objective was to create a base of information on transfer activity. This data serves as a point of reference from which later, more detailed information can be evaluated. In addition, current relocation policy and contemplated changes to policy were surveyed.

2) Relocation Policy and Benefit Trends
The objective was to identify, within specific categories, types of policy provisions which companies offer in order to facilitate relocation. Certain results of policy implementation are measured for effectiveness and cost. Examples of policy provisions which were surveyed include: new hire benefits, spouse assistance and group moves.

Report Presentation

Results of this study have been presented by 1) industry type, and 2) number of relocated homeowners, so comparisons can be easily made. The years at the top of a chart represent the policy year (rather than the year of the survey, i.e., the 1988 survey reports on 1987 policies). The Industry Groups are determined by the Fortune magazine ranking and or standard industrial classification codes as listed in Dun & Bradstreet. The "All Other" category includes companies classified as glass manufacturing, furniture manufacturing, health services, construction services, advertising agencies, etc.

Due to the difference in samples from year-to-year, minor variations may be expected. Listed below are the number of respondents in each category:

Industry Group

	Number of Interviews				
	1987	1986	1985	1984	1983
Petroleum, Gas	23	22	24	27	30
Food Preparation, Distribution	40	42	50	47	51
Metals Manufacturing	18	20	13	19	18
Mining	6	5	12	4	12
Industrial Machinery, Equipment	54	59	51	63	83
Banking, Finance, Accounting, Insurance	84	89	83	69	79
Diversified Financial Services	27	25	21	24	28
Retailing, Wholesaling	43	44	38	26	22
Transportation	28	30	27	21	21
Public Utilities, Communication	48	40	31	32	26
Aeronautics, Space, Electronics	26	24	24	11	25
Computers, Calculators, Business Machines	16	15	20	18	18
Chemicals, Plastics	36	31	34	42	40
Pharmaceuticals, Cosmetics	18	20	21	25	19
Hardware, Appliances, Housewares	16	15	22	29	17
Wood, Paper	23	24	18	18	19
Rubber, Rubber Products	6	10	10	10	8
Textiles, Clothing, Carpeting	7	11	18	19	17
Publishing, Printing	17	11	10	17	12
Automotive Manufacturing	15	12	15	17	13
All Other	62	57	64	66	49

Number of Transferred Homeowners

	Number of Interviews				
	1987	1986	1985	1984	1983
Under 25	219	209	201	243	268
25-49	102	121	120	101	104
50-99	134	114	128	105	97
100-249	93	91	96	95	88
250-499	41	41	26	34	28
500 or More	21	22	26	21	15
Not Stated or Unknown	3	8	9	5	7
Total Firms Interviewed	613	606	606	604	607

Employee Transfer Experience

The average number of transfers reported by firms in this year's survey is up considerably in comparison to the previous three years' samples (191 in 1988 compared to 179 in 1987; 183 in 1986; and 188 in 1985).

The chart at the right shows that the greatest average number of transferred employees were in Business Machines (765); Transportation (438); Utilities (398); Aeronautics, Space, Electronics (296); and Petroleum, Gas (284). Companies with the fewest average number of transferred employees were in Mining (22); Metals Manufacturing (56); Hardware, Housewares, Appliances (65); and Industrial Machinery, Equipment (62).

This year's respondents report a 6% increase in the average number of transfers in 1987 compared to 1986. A few industries, however, report considerable gains. For example, companies in Textiles increased their transfer activity by 44%; while transfers in Aeronautics, Space, Electronics were up 39%; activity in Utilities was up 31%; transfers in Transportation were up 25%; and activity in Pharmaceuticals, Cosmetics was up 24% over 1986. Industries reporting major declines include Rubber, Rubber Products (down 42%) and Computers, Calculators, Business Machines (down 14%).

Expectations for 1988

Looking ahead to 1988, 59% of the companies surveyed expect their transfer situation to remain about the same as in 1987. Seventeen percent of the companies surveyed said they will have an increase in 1988 and 24% said they will have a decrease. The number of firms anticipating an increase in transfer activity was about the same as last year. The number anticipating a decrease was down from the 27% reporting this last year.

Average Number of Employees Transferred[1]

	1987	1986	% Change
Textiles, Clothing, Carpeting	122	85	+44
Aeronautics, Space, Electronics	296	213	+39
Public Utilities, Communication	398	303	+31
Transportation	438	350	+25
Pharmaceuticals, Cosmetics	245	197	+24
Wood, Paper	129	112	+15
Publishing, Printing	105	92	+13
Automotive Manufacturing	113	104	+9
Diversified Financial Services	136	126	+8
Chemicals, Plastics	215	204	+5
Mining	22	22	0
Banking, Finance, Accounting, Insurance	99	99	0
Food Preparation, Distribution	134	138	−3
All Other	136	140	−3
Hardware, Appliances, Housewares	65	70	−7
Retailing, Wholesaling	186	207	−10
Petroleum, Gas	284	314	−10
Industrial Machinery, Equipment	66	74	−11
Metals Manufacturing	56	63	−11
Computers, Calculators, Business Machines	765	892	−14
Rubber, Rubber Products	83	143	−42
Total Average	191	180	+6

[1]Comparisons are of 1988 participant responses.

Homeowner Transfers

Of the 191 average number of employees transferred by the companies interviewed in this survey, 112 or 59% were homeowners. This percentage is the same as last year's and remains at a level last seen during 1982 and 1983.

Homeowner Transfers

	1987	1986	1985	1984	1983	1982	1981	1980	1979
Average Total Transfers	191	179	183	188	140	132	140	124	143
Average Homeowner Transfers	112	106	103	107	82	79	80	82	95
% of Total Transferees Who were Homeowners	59	59	56	57	59	60	57	66	66

A comparison of 1986 and 1987 study results indicates that, while the percentage of homeowner transfers remains relatively stable, there is movement among the industry groups. A few industries reported considerable gains. For example, homeowner transfers in Aeronautics, Space, Electronics are up 20%; Public Utilities, Communications are up 12%; and both Chemicals, Plastics and Pharmaceuticals, Cosmetics are up 8%. It is noteworthy that industries showing a decline far outweighed those reporting increases, Computer, Calculators, Business Machines (down 17%); Publishing, Printing (down 17%); Industrial Machinery (down 11%); Transportation (down 11%).

Homeowner Transfers by Industry Group as a Percent of Total

	1987 All Transfers	1987 Homeowner Transfers	1987 Percent Homeowners
Mining	22	18	82
Industrial Machinery, Equipment	66	50	76
Wood, Paper	129	94	73
Metals Manufacturing	56	40	71
Computers, Calculators, Business Machines	765	528	69
Automotive Manufacturing	113	78	69
Food Preparation, Distribution	134	91	68
Transportation	438	300	68
Chemicals, Plastics	215	145	67
Textiles, Clothing, Carpeting	122	79	65
Petroleum, Gas	284	178	63
Publishing, Printing	105	61	58
Pharmaceuticals, Cosmetics	245	142	58
Hardware, Appliances, Housewares	65	38	58
Rubber, Rubber Products	83	46	55
Banking, Finance, Accounting Insurance	99	53	54
Public Utilities, Communication	398	212	53
Aeronautics, Space, Electronics	296	144	49
All Other	136	66	49
Diversified Financial Services	136	61	45
Retailing, Wholesaling	186	79	42

Company Policies Regarding Transferred Employees

Formal Relocation Policies

Almost all companies interviewed (97%) have a formal, written relocation policy. Of interest is that revisions to relocation policies are generally occurring on an ongoing basis. Forty-one percent of all companies with a formal policy have revised it within the last year and 72% of all companies have revised their formal policy within the last two years. One-third of all companies with recently revised policies surveyed their employees to gather information for these changes.

Changes in Corporate Relocation Policy

Twenty-four percent of all firms surveyed had made changes in their relocation policy in 1987 (up from 21% of all firms last year; 15% in 1985 and 17% in 1984). Of this 24%, 15% offered or increased their cost-of-living allowance and 15% offered or increased incentives for employees to sell homes on their own. Other changes to policies include 11% offering or increasing their guarantee against loss program, and 10% offering or increasing miscellaneous expense allowances. Twenty-two percent of companies which made changes developed a more limited policy. This compares with 19% with more limited policies last year, and 20% with more limited policies in 1985.

Companies Changing Policy

	1987	1986	1985	1984	1983	1982	1981	1980
Total Firms Interviewed	610	604	600	597	606	606	605	597
% of Companies Making Changes	24	21	15	17	18	24	33	50

Twenty-six percent of all companies surveyed said they planned to make changes to their relocation policies in 1988. As relocation volume continues to increase, so does the percentage of companies anticipating a change to policy. The top three anticipated changes are: incentives for employees to sell homes on their own (16%), offering or increasing cost-of-living allowances (12%), offering or liberalizing spouse assistance (10%).

Companies Planning Policy Changes

	1987	1986	1985	1984	1983	1982	1981	1980
Total Firms Interviewed	611	606	606	603	606	607	609	604
% of Companies Planning Changes	26	24	23	21	22	21	27	34

Exception Areas

Sixty-nine percent of all companies interviewed said they made exceptions to their overall relocation policy in 1987. This was up slightly from the 67% of companies which reported making exceptions to their overall policy in 1986. Fifty-nine percent of all companies provided time extensions on temporary living (up from 55% last year). Further, 38% of these companies granted extensions to the marketing time on former homes (up from 33%), 29% provided loss protection on the former home (up from 24% last year), 27% increased benefits to new hires (up from 25%), 27% gave time extensions on duplicate house carrying expenses (up from 23% last year), and 21% offered bridge loans (down from 25%). Only 4% of all companies gave time extensions on MIDA payments (down from 5%).

International Transfers

Of all companies surveyed, 51% transfer employees internationally. This represents an increase from last year's 44%. Companies with a greater number of transferred homeowners are much more likely to transfer internationally. Top international movers are: Business Machines (88%), Aeronautics, Space, Electronics (81%), and Pharmaceuticals, Cosmetics (78%).

Use of Relocation Management Firms

Of all companies surveyed, 74% said they currently use a relocation management firm for one or more services. This was up from the 73% reporting using relocation management firms in 1986.

Respondents reported using a relocation management firm for: third-party purchase of homes (94%), homefinding (63%), consulting (45%), equity loans (40%), and property management (40%). It was also noted that, in general, as a company's number of transferred homeowners increases, the tendency to use one or more services of a relocation management firm also increases.

Policies for Home Sale

Policy for Selling a Transferred Employee's Home

Ninety-seven percent of all companies surveyed provide relocating employees with some form of assistance in selling their former living quarters. Sixty percent employ an outside relocation management firm or bank which offers to purchase the employee's home; 22% have a policy whereby the employee arranges for the sale of the home but is reimbursed for some or all of the home sale expense; and 15% have an in-house purchase program.

Policy for Selling Former Living Quarters by Number of Transferred Homeowners

	Percent of Firms Number of Transferred Homeowners				
	Under 25	25-49	50-99	100-249	250 or More
Company employs an outside firm or bank which offers to purchase the employee's home	52	52	66	69	73
Company offers to purchase the employee's home	11	20	13	19	19
Employee must arrange for the sale of the home but is reimbursed for some or all of the home sale expense and may or may not be guaranteed against loss on sale	33	25	18	10	5
Employee is not given any assistance or reimbursement	4	4	3	2	3
TOTAL	100	100	100	100	100

The percentage of companies using a relocation management firm or bank to purchase the transferred employee's home has leveled off after several years of significant increases in the late 1970s and early 1980s. During the same period, the percentage of companies with direct reimbursement programs declined significantly but has stabilized in recent years at the 20% level.

Prior to 1985, the more employees a company relocated, the more likely the company was to use a relocation firm or bank to purchase the transferred employee's former home. For the last few years, however, the only companies not using relocation management firms or banks to a significant degree are those which transferred less than 50 homeowners. Among this group of companies, only 52% reported using an outside firm. On the other hand, among those companies relocating more than 50 homeowners per year, the percentage using an outside firm approaches the 70% level.

Inventory Time

Companies with in-house or third-party programs for purchasing transferred employees' homes were asked about the length of time these homes were in inventory in 1987. Twenty percent of the firms responding to this question said the average time a home was in inventory was less than three months, 29% said the average inventory period was between three and four months, 24% said between four and five months, and 26% said five months or more. The average home in the sample remained unsold for a period of 119 days. This is down somewhat from the 129 day inventory period reported by last year's sample and the 137 day inventory period reported in 1985.

The length of inventory time for which companies reimbursed or paid carrying costs for most industry groups has remained stable for the last two years, with the exception of Mining which shows an increase of over 2 months (74 days).

Over 70% of the industry groups have experienced a reduction in inventory time between 1984 and 1987.

Inventory Time by Industry Group

	Total Days			
	1987	1986	1985	1984
Petroleum, Gas	116	165	147	151
Food Preparation, Distribution	118	127	131	149
Metals Manufacturing	133	134	157	117
Mining	190	116	136	143
Industrial Machinery, Equipment	126	124	162	158
Banking, Finance, Accounting, Insurance	120	121	129	122
Diversified Financial Services	109	133	119	129
Retailing, Wholesaling	120	143	156	139
Transportation	136	135	157	149
Public Utilities, Communication	123	124	146	115
Aeronautics, Space, Electronics	123	128	134	114
Computers, Calculators, Business Machines	116	114	96	127
Chemicals, Plastics	109	133	135	146
Pharmaceuticals, Cosmetics	124	135	103	124
Hardware, Appliances, Housewares	112	120	133	136
Wood, Paper	110	138	145	128
Rubber, Rubber Products	82	88	119	108
Textiles, Clothing, Carpeting	112	122	144	161
Publishing, Printing	86	120	207	144
Automotive Manufacturing	107	130	117	165
All Other	117	125	131	132
Average	119	129	137	138

Of the four industry groups showing an increase from 1984, only one (Mining) has not consistently experienced a decrease during 1985, 1986, and 1987. For example, Metals Manufacturing is up to 133 in 1987 from 117 in 1984, but reports a decrease from 157 in 1985, to 134 in 1986, to 133 in 1987.

Amended/Assigned Sales

Companies with in-house or third-party programs for purchasing transferred employees' homes were asked about amended or assigned sales. This is where the home sells at a price equal to or higher than the average appraised value. The average company in the sample reported that 33% of the homes which they offered to purchase were amended or assigned sales (up from 29% last year and 26% in 1985). Because companies with greater transfer activity reported higher percentages of amended or assigned sales, it is estimated that about 40% of all homes which companies purchased were amended or assigned sales.

Percent Amended/Assigned Sales

	Percent of Companies Number of Transferred Homeowners			
	Under 25	25-99	100-249	250 or More
Less than 20%	46	27	19	10
20%-49%	30	45	43	50
50% or Over	24	28	38	40
Average Percent	24.4	34.6	40.2	43.4

Marketing Assistance Programs

Twenty-seven percent of all companies in the sample reported offering marketing assistance to help employees sell their former homes (up from 23% last year). Of the 165 companies which offer marketing assistance, 94% reported using an outside firm for such assistance (up from 89% last year). This percentage is fairly constant throughout the homesale volume categories, although the percent increases slightly as homesale volume goes up.

Incentive Programs

Twenty-eight percent of all companies interviewed reported offering incentives to encourage sales of employee homes. Companies with a greater number of transferred homeowners are more likely to have incentive programs than companies with fewer transferred homeowners. For example, only 20% of the companies transferring less than 25 homeowners have incentive programs compared to 44% of the companies transferring more than 250 homeowners.

Incentives are usually offered to three groups: employees (68%), real estate brokers (32%), buyers of the home (16%). Among companies which offer incentives to the employee, 47% also gross-up the incentive payment to cover the added tax liability.

Loss-on-Investment

Forty-four percent of all companies in the sample reported they have a loss protection program to reimburse the employee for any loss on the sale of the home. This is up from the 36% reporting loss protection programs in 1986. By industry, the percentage of companies with loss protection programs range from a high of 67% in Pharmaceuticals, Cosmetics to a low of 14% in Textiles.

Companies Providing Protection Against a Loss-on-Investment

	Percent of Companies Number of Transferred Homeowners					
	Under 25	25-49	50-99	100-249	250-499	500 or More
Total Responding	219	102	134	93	41	21
% with Loss Protection	31	38	43	61	66	81

Companies with a greater number of transferred homeowners are much more likely to have loss protection programs than companies with fewer transferred homeowners. For example, only 31% of the companies with less than 25 transferred homeowners reported having a loss protection program while 81% of the companies with 500 or more homeowner transfers reported having such a program.

Fifty-five percent of the companies with loss protection programs said that loss protection is written into their policy (down from 63% in last year's survey). The remaining 45% said loss protection is offered selectively on a case-by-case basis. Sixty-eight percent of the companies with loss protection programs reported they also reimburse employees for any income tax liability on the loss protection payment.

Home Purchase Programs

Expenses Reimbursed on the Purchase of a New Home

Ninety-two percent of all companies reimburse for expenses incurred in the purchase of a new home. Reimbursed expenses include: title costs (86% will reimburse), mortgage origination fees (85%), other normal closing costs (85%), and attorney or escrow officer fees (84%). Fifty-three percent of all companies will also reimburse the home buyer for mortgage discount points, however, only 37% reimburse for interest on bridge loans.

Among companies which reimburse the employee for mortgage origination fees, 78% limit the amount reimbursed. Most commonly, 21% will reimburse for no more than three points, while 18% reimburse no more than two points, and 15% reimburse no more than one point.

Among companies which reimburse for mortgage discount points paid by the buyer of the home, 78% cap the amount. Twenty-seven percent of those who reimburse will pay no more than three points, while 24% pay no more than two points, and 10% no more than one point.

Generally, the fewer homeowner employees a company transfers, the more liberal the reimbursements are for mortgage origination fees and mortgage discount points. For example, among firms which transfer fewer than 25 homeowners, 59% have limits on the amount they will reimburse for mortgage origination fees and 70% have limits on reimbursements for mortgage discount points. However, among companies which transfer 100 or more homeowners, 92% have limits on the amount they will reimburse for mortgage origination fees and 96% have limits on reimbursements for mortgage discount points.

Mortgage Interest Differential Allowance (MIDA)

Sixty-nine percent of all companies surveyed offer mortgage interest differential allowances as part of their policy to compensate employees for the difference between the cost of old and new mortgages. This is down slightly from the 74% reported in last year's survey.

About 19% of transferred homeowners in companies with a MIDA policy received MIDA payments in 1987 (compared with 23% receiving MIDA payments in 1986). Additionally, 25% of the companies with a MIDA policy reported that no homeowners received MIDA payments in 1987 while 41% reported that less than 10 homeowners received MIDA payments.

National Mortgage Programs

Seven percent of all companies in this year's survey reported their policy includes mortgage buydowns as a form of assistance. This is down from the 12% reporting a national mortgage program in 1986 and the 15% reporting such a policy in 1985.

About 33% of transferred homeowners in companies with national mortgage programs utilized the program in 1987. This is also down from the 37% receiving MIDA payments in 1986. As with MIDA payments, a number of companies reported few, if any, employees receiving mortgage buydowns. Thirty percent of all companies with buydown programs reported that no employees utilized the program and 30% reported that less than 10 employees received a buydown.

New Hire Policy

New Professional Hires

Seventy-one percent of the companies in this survey said that all new professional hires were eligible for relocation assistance while 21% said relocation assistance was negotiated with each new hire. Only 8% of the companies said new professional hires received no assistance.

Of the companies which provide relocation assistance to all new professional hires, 96% said they reimburse for shipment of household goods; 94% pay transportation of family to the new location; 92% reimburse for househunting trips; and 91% reimburse for temporary living at the new location with or without family. Fewer companies, however, reimburse all new professional hires for some or all of the home sale expense (67%); some or all of the closing costs on a new home (67%); the cost of disposing of an apartment (64%); miscellaneous moving allowance (61%); or tax gross-up on moving expenses (57%).

New College Graduate Hires

Companies are much less liberal with new college graduate hires than they are with new professional hires. For example, 51% of the companies in this year's survey said that all new college graduate hires are eligible for relocation assistance, but generally less assistance than provided to new professional hires. On the other hand, 20% said they negotiate with each new college graduate hire; 27% said new college graduates received no assistance.

Expenses Reimbursed to All New Hires

	Percent of All Surveyed Companies	
	New Professionals	New College Grads
Some or All Home Sale Expense	48	18
Cost of Disposing of Apartment	45	24
Some or All Closing Costs on New Home	48	20
Temporary Living at New Location	65	43
Miscellaneous Moving Allowance	43	24
Tax Gross-Up on Moving Expenses	40	25
Shipment of Household Goods	68	48
Transportation of Family	67	45
One or More Househunting Trips	65	39
Negotiable	21	20
No Expenses Reimbursed	8	29

Additional Reimbursements

Cost-of-Living Allowance (COLA)

Forty-one percent of all companies interviewed in this year's survey said they have had difficulties with employees accepting transfers into high cost-of-living areas. This is up slightly from the 39% which reported having difficulties last year and up significantly from the 27% which reported having difficulties in 1985.

Twenty-nine percent of all companies in this year's survey offered a cost-of-living differential allowance. This is up from the 27% reporting a COLA policy last year, and the 20% reporting a COLA policy in 1985.

Spouse Assistance

Twenty-seven percent of the companies interviewed said they offered some type of job finding assistance for working spouses of relocated employees. This percent remained unchanged from last year but was down from the 30% reporting such programs in 1985.

While fewer firms reported offering job finding assistance to working spouses than in the past, significantly more firms are now offering assistance that translates into an out-of-pocket cost to the company rather than informal assistance (i.e. clerical or advisory assistance). For example 30% reported paying for resumé preparation (up from 22% two years ago); 30% reported paying for formal counseling on how to find a job (up from 25%); 15% reported reimbursing for extra job finding trips (up from 11%); and 13% reported paying fees to employment agencies (up from 12%).

Types of Assistance Offered to Working Spouses

	Percent which Offer		
	1987	1986	1985
Try to find job with other companies	57	57	59
Refer to employment agencies	43	56	58
Help prepare resumés	47	51	48
Informal counseling sessions	50	49	44
Try to find job within company	43	41	40
Pay for resumé preparation	30	31	22
Pay for formal counseling on how to find a job	30	27	25
Reimburse for extra job finding trip	15	18	11
Pay fees to employment agencies	13	13	12
Percent of firms providing assistance	27	27	30

Allowance for Incidental Expenses

Eighty-eight percent of all companies interviewed reported they provide an additional allowance to the homeowner employee to cover such incidental expenses as utility hook-ups, draperies, etc. Eighty-six percent of all companies reported providing an additional allowance to renters.

Sixty percent of the companies providing allowances for incidental expenses to homeowners based the amount reimbursed on the transferred employee's salary, while 17% provided a flat dollar allowance and 21% required the employee to submit a list of itemized expenses. A typical salary allowance was one month's salary. Most dollar allowances fell in the range of $500 to $1,500, although 7% of firms paid $2,500 or more. Renters were generally reimbursed somewhat less than homeowners.

Tax Adder Payments

Sixty-nine percent of all companies said they provide employees with tax adder payments to offset the tax liability on payments which may be considered income. This is up slightly from the 68% of companies which provided tax adder payments in 1986 and the 66% which provided them in 1985.

Among companies which provide tax adder payments, 77% 'grossed up' the tax adder payment to reimburse employees for the additional taxes due on the tax adder payment itself. This is considerably higher than the 67% reported in last year's study.

As previous studies have shown, firms with the largest number of transferred homeowners are more likely to reimburse for any added tax liability than firms with fewer homeowner transfers. On the other hand, there is little correlation between the number of homeowners transferred and firms which 'grossed up' tax adder payments.

Firms Reimbursing for Tax Liability on Nondeductible Expenses

Number of Homeowners Transferred	% Providing Tax Adder Payments	% which Gross-Up Tax Adder Payments
Under 25	62	80
25-49	68	78
50-99	73	75
100-249	74	71
250-499	71	76
500 or More	85	88
Total Firms	69	77

Sixty-four percent of all firms providing tax adder payments reimbursed the employee for all applicable taxes. On the other hand, 26% reimbursed for the added liability on federal taxes only, and 10% reimbursed for the liability on federal and state taxes only.

Among companies which also 'grossed up' the tax adder payment, 73% reimbursed the employee for all applicable federal, state and local taxes (up from 70% last year and 62% in 1985).

Among companies providing tax adder payments, 65% said they compensate the employee for the tax liability on miscellaneous relocation allowances and 58% said they compensate the employee for the tax liability on direct reimbursements when employees sell homes on their own. Only 17% said they compensate the employee for the tax liability on MIDA payments, 11% compensate the employee for the tax liability on COLA payments, and 12% compensate for any tax liability on direct mortgage assistance.

Relocation Costs

Costs to Relocate a Homeowner

In this section of the survey, a detailed analysis of the costs to relocate a homeowner was made. Costs were broken down into two categories: those costs incurred to relocate an employee (such as shipment of household goods, other trips to and from the job, sale of the home, homefinding, etc.) and timed subsidy payments made to transferred employees (including MIDA and COLA payments, mortgage assistance, and tax assistance).

As in previous studies, companies interviewed were much more likely to place a dollar cost on home sale, homefinding and transportation expenses than on subsidy payments. Eighty-eight percent of all companies could give a dollar figure for the first expense item. Only 48%, however, could estimate their subsidy payment costs.

In the area of home sale, homefinding, and transportation expenses, the average company reported a total cost per employee of $29,400. This is up about 7% from the $27,630 average reported by last year's sample and the $27,380 average reported in 1985. On the other hand, subsidy payments (among the 88% of companies which offered them) averaged $5,600. This is about the same as last year's $5,360 average cost per employee and shows a decrease of 25% from the $7,430 average reported in 1985. Most of this decline in expenditures for subsidy payments over the last two years can probably be attributed to a decrease in the number of transferred homeowners receiving MIDA payments and direct mortgage assistance.

Average Cost to Relocate by Number of Transferred Homeowner

	Number of Transferred Homeowners			
	Under 25	25-99	100-249	250 or More
Home Sale, Homefinding and Transportation	$25,800	$28,400	$33,900	$37,900
Subsidy Payments incl. MIDA, COLA, Tax Adders and Mortgage Assistance	4,500	5,200	5,800	4,800
TOTAL COST	$30,300	$33,600	$39,700	$42,700

NOTE: Average costs for subsidy payments were adjusted to account for the 12% of firms which did not offer MIDA, COLA or other subsidy payments.

System for Tracking Relocation Costs

Ninety-seven percent of all companies interviewed reported utilizing some form of system for tracking relocation costs. Further, 49% of all companies have a system which is either partly or totally automated.

Trends in Automation

	Percent of Companies		
	1987	1986	1985
Totally Computerized System to Track Costs	41	39	32
Partly or Completely Manual System	57	53	63
No System	2	8	5

Other Assistance

Group Moves

Twenty-one percent of the companies in this year's survey reported one or more group moves in 1987. This is up slightly from the 19% of companies which reported group moves in last year's survey and the 18% which reported group moves in 1985.

Industries with the Most Group Moves in 1987

	# Companies Reporting Group Moves
Banking, Finance, Accounting, Insurance	14
Chemicals, Plastics	12
Industrial Machinery, Equipment	11
Retailing, Wholesaling	9
Utility, Communications	9
Food Preparation, Distribution	8
All Other	8
Total Companies Reporting Group Moves	127

Sixty-five percent of the companies with group moves in 1987 reported receiving outside assistance in either the planning or execution of the move. This is roughly the same percentage as reported in last year's survey (64%). Fifty-seven percent of companies with group moves said they received outside assistance in the sale of employees' former homes (same percentage as last year).

In addition, 48% received assistance in area orientation or homefinding (up from 44%); 25% received assistance in obtaining mortgages (up from 24%); 26% received cost-of-living data for the area to which employees would be moved (up from 21%); and 21% received assistance in employee communications (the same percentage as last year). Only 13% of companies with group moves received assistance with employee surveys (up from 10%); 15% received assistance with spouse counseling (down from 17%); 19% received assistance with overall management and planning (up from 16%); and 20% received site selection assistance (up from 10%).

Renter Assistance

Ninety-three percent of all companies reported they will reimburse renters for lease termination penalties. Far fewer companies however, said they will reimburse for finder's fees (41%); legal fees (36%); security deposits (24%); or a differential in rents from one area to another (12%). Only 6% of the companies surveyed said they provide no assistance to renters.

Househunting Trips

Nearly all companies interviewed in this year's survey allowed for at least one househunting trip to the new location. Of the companies which provide reimbursements, the average company reimbursed for 1.7 trips. Thirty-seven percent of the companies interviewed said they allowed one trip, while 51% reimbursed for two trips, and 8% for three or more trips. Generally, there has been little change in reimbursements for househunting trips over the last several years.

Househunting Trips

	Number of Transferred Homeowners					
	Under 25	25-49	50-99	100-249	250-499	500 or More
Average Number of Trips	1.9	1.6	1.7	1.5	1.5	1.6
Average Number of Days per Trip	5.6	5.6	5.6	6.7	7.7	5.6
Average Number of Days for All Trips	8.9	7.7	8.5	8.4	9.4	8.6

Eighty-five percent of the companies interviewed place a limit on the number of days they will reimburse for each househunting trip and 87% have a limit on the total days for which they will reimburse. Generally, the limit for each househunting trip is one week or less with companies reporting an average of 5.9 days. On the other hand, the average limit for all househunting trips is 8.6 days and 25% of all companies will reimburse for 10 or more days.

As previous studies have reported, the fewer homeowners the company transfers, the greater the number of househunting trips allowed. The policy for companies transferring more than 250 homeowners generally allows one househunting trip, however, these companies will allow more days per trip. On the other hand, the policy for companies with fewer than 250 transferred homeowners tends more toward allowing two trips but with fewer days allowed per trip.

Temporary Living at the New Location

All of the 613 companies interviewed said they reimburse the employee for temporary living at the new location. Forty-one percent reimbursed for between 30 and 44 days; 25% reimbursed for between 60 and 74 days; and 15% reimbursed for 75 days or more. The average company in the survey reimbursed for 49.1 days. This is somewhat higher than the 46.5 days reimbursed by last year's sample.

Additional Copies of the *Policy Survey* can be obtained in two editions. The complete version, containing all tables and the summary is $100. We are also offering the summary alone for $35. You can order your copies of either edition by sending a request with your check to:

Merrill Lynch Relocation Management
Attention: Marketing Department (Survey)
4 Corporate Park Drive
White Plains, NY 10604

The Survey will be available only while supplies last

Employee Transfer Experience

Approximate Number of Employees Transferred During 1987	Table 1
Approximate Number of Employees Transferred During 1986	Table 2
Expectations for Number of Transfers in 1988	Table 3
Number of Employees Transferred in 1987 Who were Homeowners	Table 4

Approximate Number of Employees Transferred During 1987

Table 1

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer	0	0	0	0	0	0	0	0	0	1	0	2
Total Answering	23	40	18	6	54	84	27	43	28	47	26	611
Number of Employees Transferred in 1987												
None	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Less Than 20	17%	10%	39%	50%	26%	24%	22%	14%	11%	9%	15%	18%
20 - 49	17%	18%	22%	33%	33%	23%	11%	12%	14%	17%	19%	20%
50 - 99	17%	20%	17%	17%	20%	19%	19%	9%	14%	26%	15%	17%
100 - 199	9%	35%	17%	0%	15%	20%	19%	28%	11%	19%	19%	22%
200 - 499	17%	18%	6%	0%	6%	11%	22%	30%	21%	17%	4%	15%
500 or More	22%	0%	0%	0%	0%	4%	7%	7%	29%	15%	27%	8%
Average # Transferred	284	134	56	22	66	99	136	186	438	398	296	191

Approximate Number of Employees Transferred During 1987

Table 1

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer	0	0	0	0	0	0	0	0	0	1	2
Total Answering	16	36	18	16	23	6	7	17	15	61	611
Number of Employees Transferred in 1987											
None	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Less Than 20	0%	17%	0%	31%	13%	0%	14%	24%	7%	28%	18%
20 - 49	6%	19%	11%	25%	26%	33%	29%	24%	20%	18%	20%
50 - 99	0%	22%	22%	25%	4%	0%	0%	0%	20%	16%	17%
100 - 199	50%	19%	22%	6%	30%	67%	29%	35%	33%	21%	22%
200 - 499	25%	8%	33%	13%	22%	0%	29%	12%	20%	10%	15%
500 or More	19%	14%	11%	0%	4%	0%	0%	6%	0%	7%	8%
Average # Transferred	765	215	245	65	129	83	122	105	113	136	191

Approximate Number of Employees Transferred During 1987

Table 1

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer	0	0	0	1	0	0	2
Total Answering	219	102	134	92	41	21	611
Number of Employees Transferred in 1987							
None	0%	0%	0%	0%	0%	0%	0%
Less Than 20	51%	0%	0%	0%	0%	0%	18%
20 - 49	40%	33%	0%	0%	0%	0%	20%
50 - 99	7%	46%	29%	0%	0%	0%	17%
100 - 199	2%	18%	58%	38%	0%	0%	22%
200 - 499	1%	2%	13%	54%	51%	0%	15%
500 or More	0%	1%	1%	8%	49%	100%	8%
Average # Transferred	22	88	138	252	555	1803	191

Approximate Number of Employees Transferred During 1986

Table 2

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	1	5	1	0	9	5	2	1	1	2	4	50
Total Answering	22	35	17	6	45	79	25	42	27	46	22	563
Number of Employees Transferred in 1986												
None	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Less Than 20	14%	14%	24%	50%	22%	23%	28%	12%	7%	9%	18%	18%
20 - 49	27%	20%	47%	33%	33%	30%	12%	10%	15%	17%	18%	23%
50 - 99	9%	20%	6%	17%	18%	15%	20%	12%	19%	26%	18%	16%
100 - 199	9%	20%	12%	0%	16%	17%	20%	29%	7%	20%	14%	20%
200 - 499	23%	20%	12%	0%	9%	11%	12%	31%	33%	17%	9%	16%
500 or More	18%	6%	0%	0%	2%	4%	8%	7%	19%	11%	23%	8%
Average # Transferred	314	138	63	22	74	99	126	207	350	303	213	180

Approximate Number of Employees Transferred During 1986

Table 2

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	3	2	3	1	1	1	0	2	0	6	50
Total Answering	13	34	15	15	22	5	7	15	15	56	563
Number of Employees Transferred in 1986											
None	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Less Than 20	0%	12%	7%	33%	14%	0%	14%	27%	13%	30%	18%
20 - 49	8%	27%	7%	33%	27%	20%	29%	20%	20%	20%	23%
50 - 99	0%	27%	33%	7%	9%	20%	0%	20%	13%	13%	16%
100 - 199	54%	12%	13%	13%	36%	40%	57%	27%	33%	23%	20%
200 - 499	15%	12%	33%	13%	14%	20%	0%	0%	20%	9%	16%
500 or More	23%	12%	7%	0%	0%	0%	0%	7%	0%	5%	8%
Average # Transferred	892	204	197	70	112	143	85	92	104	140	180

Approximate Number of Employees Transferred During 1986

Table 2

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	20	4	9	9	4	2	50
Total Answering	199	98	125	84	37	19	563
Number of Employees Transferred in 1986							
None	0%	0%	0%	0%	0%	0%	0%
Less Than 20	47%	5%	2%	0%	0%	0%	18%
20 - 49	44%	36%	2%	1%	3%	0%	23%
50 - 99	5%	40%	31%	5%	0%	0%	16%
100 - 199	3%	17%	47%	37%	0%	0%	20%
200 - 499	2%	2%	15%	49%	51%	16%	16%
500 or More	0%	0%	2%	8%	46%	84%	8%
Average # Transferred	26	66	142	259	503	1645	180

Expectations for Number of Transfers in 1988

Table 3

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	1	0	1	0	0	0	0	0	0	3
Total Answering	23	40	17	6	53	84	27	43	28	48	26	610
Expectations												
Increase Over 1987	13%	13%	0%	33%	26%	24%	19%	16%	25%	8%	12%	17%
Decrease Over 1987	26%	43%	35%	33%	21%	19%	15%	23%	25%	29%	15%	24%
Remain the Same as 1987	61%	45%	65%	33%	53%	57%	67%	61%	50%	63%	73%	59%

Expectations for Number of Transfers in 1988

Table 3

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	1	3
Total Answering	16	36	18	16	23	6	7	17	15	61	610
Expectations											
Increase Over 1987	31%	11%	22%	25%	17%	17%	14%	12%	13%	15%	17%
Decrease Over 1987	0%	17%	17%	38%	26%	17%	14%	18%	27%	28%	24%
Remain the Same as 1987	69%	72%	61%	38%	57%	67%	71%	71%	60%	57%	59%

Expectations for Number of Transfers in 1988

Table 3

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	3	0	0	0	0	0	3
Total Answering	216	102	134	93	41	21	610
Expectations							
Increase Over 1987	18%	18%	14%	20%	20%	14%	17%
Decrease Over 1987	24%	24%	22%	27%	20%	33%	24%
Remain the Same as 1987	58%	59%	64%	53%	61%	52%	59%

Number of Employees Transferred in 1987 Who were Homeowners

Table 4

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	0	0	1	0	0	0	0	3
Total Answering	23	40	18	6	54	84	26	43	28	48	26	610
Number of Homeowners Transferred in 1987												
Less Than 25	44%	18%	56%	67%	54%	48%	31%	26%	25%	19%	31%	36%
25 - 49	0%	28%	17%	33%	20%	18%	19%	16%	14%	15%	23%	17%
50 - 99	9%	28%	17%	0%	11%	21%	31%	37%	14%	35%	15%	22%
100 - 249	26%	15%	11%	0%	11%	10%	15%	14%	14%	17%	8%	15%
250 - 499	9%	13%	0%	0%	4%	4%	4%	5%	18%	4%	15%	7%
500 or More	13%	0%	0%	0%	0%	0%	0%	2%	14%	10%	8%	3%
Average # Transferred	178	91	40	18	50	53	61	79	300	212	144	112

Number of Employees Transferred in 1987 Who were Homeowners

Table 4

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	1	0	0	0	0	0	0	0	0	1	3
Total Answering	15	36	18	16	23	6	7	17	15	61	610
Number of Homeowners Transferred in 1987											
Less Than 25	7%	31%	11%	50%	35%	50%	43%	47%	20%	48%	36%
25 - 49	7%	19%	17%	19%	9%	0%	0%	18%	13%	16%	17%
50 - 99	27%	22%	22%	19%	13%	33%	14%	18%	40%	18%	22%
100 - 249	27%	14%	33%	13%	39%	17%	43%	12%	20%	10%	15%
250 - 499	27%	8%	11%	0%	4%	0%	0%	6%	7%	5%	7%
500 or More	7%	6%	6%	0%	0%	0%	0%	0%	0%	3%	3%
Average # Transferred	528	145	142	38	94	46	79	61	78	66	112

Number of Employees Transferred in 1987 Who were Homeowners

Table 4

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	0	0	0	0	0	0	3
Total Answering	219	102	134	93	41	21	610
Number of Homeowners Transferred in 1987							
Less Than 25	100%	0%	0%	0%	0%	0%	36%
25 - 49	0%	100%	0%	0%	0%	0%	17%
50 - 99	0%	0%	100%	0%	0%	0%	22%
100 - 249	0%	0%	0%	100%	0%	0%	15%
250 - 499	0%	0%	0%	0%	100%	0%	7%
500 or More	0%	0%	0%	0%	0%	100%	3%
Average # Transferred	11	35	67	144	332	1267	112

Company Policy

Companies with a Formal, Written Relocation Policy	Taole 5
Length of Time Since Relocation Policy was Last Revised	T ole 6
Companies which Surveyed Employees to Gather Information for Policy Changes	Table 7
Companies which n.. de Changes to the Relocation Policy in 1987	Table 8
Changes made to Relocation Policy in 1987	Table 9
Companies which Anticipate making Changes to the Relocation Policy in 1988	Table 10
Anticipated Changes to Relocation Policy in 1988	Table 11
Areas in which Companies made Exceptions to the Overall Policy in 1987	Table 12
Companies which Transfer Employees Internationally	Table 13
Companies Currently using a Relocation Service Firm for One or More Services	Table 14
Services Provided by Relocation Firms which Companies Use	Table 15

Companies with a Formal, Written Relocation Policy

Table 5

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	23	40	18	6	54	84	27	43	28	48	26	613
Formal, Written Policy												
Do Have a Formal, Written Relocation Policy	100%	98%	100%	67%	94%	98%	100%	98%	96%	100%	96%	97%
Don't Have a Formal, Written Relocation Policy	0%	3%	0%	33%	6%	2%	0%	2%	4%	0%	4%	3%

Companies with a Formal, Written Relocation Policy

Table 5

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	16	36	18	16	23	6	7	17	15	62	613
Formal, Written Policy											
Do Have a Formal, Written Relocation Policy	94%	100%	100%	100%	96%	100%	100%	94%	100%	95%	97%
Don't Have a Formal, Written Relocation Policy	6%	0%	0%	0%	4%	0%	0%	6%	0%	5%	3%

Companies with a Formal, Written Relocation Policy

Table 5

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	219	102	134	93	41	21	613
Formal, Written Policy							
Do Have a Formal, Written Relocation Policy	95%	98%	98%	99%	100%	100%	97%
Don't Have a Formal, Written Relocation Policy	5%	2%	2%	1%	0%	0%	3%

Length of Time Since Relocation Policy was Last Revised

Table 6

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total With Formal Policies	23	39	18	4	51	82	27	42	27	48	25	596
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	1
Total Answering	23	39	18	4	51	82	27	42	27	48	25	595
Length of Time												
Less Than 1 Year Ago	48%	33%	28%	50%	35%	52%	44%	43%	37%	48%	52%	41%
1 - 2 Years Ago	30%	46%	22%	25%	37%	24%	37%	33%	26%	38%	28%	31%
3 or More Years Ago	22%	21%	50%	25%	28%	23%	19%	24%	37%	15%	20%	28%
Has Never Been Revised	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Length of Time Since Relocation Policy was Last Revised

Table 6

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total With Formal Policies	15	36	18	16	22	6	7	16	15	59	596
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	1	1
Total Answering	15	36	18	16	22	6	7	16	15	58	595
Length of Time											
Less Than 1 Year Ago	33%	31%	39%	31%	41%	50%	57%	31%	27%	40%	41%
1 - 2 Years Ago	33%	33%	22%	31%	32%	33%	0%	6%	20%	33%	31%
3 or More Years Ago	33%	33%	39%	38%	27%	17%	43%	63%	53%	28%	28%
Has Never Been Revised	0%	3%	0%	0%	0%	0%	0%	0%	0%	0%	0%

Length of Time Since Relocation Policy was Last Revised

Table 6

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total With Formal Policies	208	100	131	92	41	21	596
No Answer; Don't Know	0	1	0	0	0	0	1
Total Answering	208	99	131	92	41	21	595
Length of Time							
Less Than 1 Year Ago	40%	28%	42%	41%	63%	57%	41%
1 - 2 Years Ago	26%	39%	34%	32%	22%	29%	31%
3 or More Years Ago	33%	32%	24%	27%	15%	14%	28%
Has Never Been Revised	1%	0%	0%	0%	0%	0%	0%

Companies which Surveyed Employees to Gather Information for Policy Changes

Table 7

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Changed Policies	23	39	18	4	51	82	27	42	27	48	25	594
No Answer; Don't Know	0	0	0	0	0	3	0	1	0	0	1	7
Total Answering	23	39	18	4	51	79	27	41	27	48	24	588
Employee Surveys												
Have Surveyed	35%	33%	22%	25%	20%	41%	30%	42%	30%	44%	33%	33%
Have not Surveyed	65%	67%	78%	75%	80%	60%	70%	59%	70%	56%	67%	67%

Companies which Surveyed Employees to Gather Information for Policy Changes

Table 7

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Changed Policies	15	35	18	16	22	6	7	16	15	58	594
No Answer; Don't Know	0	0	1	0	0	0	0	0	1	0	7
Total Answering	15	35	17	16	22	6	7	16	14	59	588
Employee Surveys											
Have Surveyed	40%	31%	59%	19%	41%	17%	0%	19%	14%	31%	33%
Have not Surveyed	60%	69%	41%	81%	59%	83%	100%	81%	86%	70%	67%

Companies which Surveyed Employees to Gather Information for Policy Changes

Table 7

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Who Changed Policies	207	99	131	92	41	21	594
No Answer; Don't Know	3	0	3	1	0	0	7
Total Answering	204	100	128	91	41	21	588
Employee Surveys							
Have Surveyed	26%	28%	33%	41%	56%	48%	33%
Have not Surveyed	74%	72%	67%	59%	44%	52%	67%

Companies which made Changes to the Relocation Policy in 1987

Table 8

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	0	0	1	1	0	1	0	3
Total Answering	23	40	18	6	54	84	26	42	28	47	26	610
Companies Making Changes												
Have Made Changes	30%	20%	6%	17%	17%	32%	27%	21%	36%	36%	23%	24%
Have not Made Changes	70%	80%	94%	83%	83%	68%	73%	79%	64%	64%	77%	76%

Companies which made Changes to the Relocation Policy in 1987

Table 8

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	3
Total Answering	16	36	18	16	23	6	7	17	15	62	610
Companies Making Changes											
Have Made Changes	13%	25%	39%	19%	30%	33%	14%	24%	13%	16%	24%
Have not Made Changes	88%	75%	61%	81%	70%	67%	86%	77%	87%	84%	76%

Companies which made Changes to the Relocation Policy in 1987

Table 8

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	1	0	1	0	0	1	3
Total Answering	218	102	133	93	41	20	610
Companies Making Changes							
Have Made Changes	15%	27%	26%	28%	42%	55%	24%
Have not Made Changes	85%	74%	74%	72%	59%	45%	76%

Changes made to Relocation Policy in 1987

Table 9

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Made Changes	7	8	1	1	9	27	7	9	10	17	6	149
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	7	8	1	1	9	27	7	9	10	17	6	149
Changes												
Offered or Increased Cost of Living Allow-ance	0%	13%	0%	0%	33%	15%	0%	22%	0%	12%	0%	15%
Offered or Increased Incentives for Employees to Sell Homes on Their Own	14%	13%	0%	0%	11%	19%	14%	11%	10%	24%	17%	15%
Offered or Increased Guarantee Against Loss	71%	13%	0%	0%	22%	4%	14%	0%	10%	12%	0%	11%
Offered or Increased Miscellaneous Expense Allowance	14%	38%	0%	0%	11%	11%	0%	11%	0%	12%	0%	10%
Hired or Changed Re-location Service Firm	14%	0%	0%	100%	22%	4%	29%	0%	0%	0%	17%	9%

Changes made to Relocation Policy in 1987 (Cont'd)

Table 9 (Cont'd)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Offered or Increased Reimbursement of Other Home Sale Costs	0%	13%	100%	0%	0%	7%	0%	11%	20%	0%	0%	7%
Offered or Liberal-ized Reimbursements for Tax Liability	14%	13%	0%	0%	22%	4%	0%	11%	10%	6%	0%	7%
Offered or Liberal-ized Mortgage Assistance Program	14%	0%	0%	0%	0%	7%	0%	0%	30%	0%	17%	6%
Offered or Increased Temporary Living Allowances	0%	25%	0%	0%	0%	0%	0%	0%	0%	0%	33%	5%
Liberalized Policy to Cover More Employees or New Hires	0%	0%	0%	0%	0%	4%	14%	11%	10%	12%	17%	5%
Added Radon Testing Procedures	0%	0%	0%	0%	0%	4%	0%	0%	0%	18%	0%	4%
Offered or Increased MID Allowance	0%	0%	0%	0%	11%	7%	14%	0%	0%	0%	0%	4%

Changes made to Relocation Policy in 1987 (Cont'd)

Table 9 (Cont'd)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Offered or Increased Allowances for House Hunting Trips	0%	13%	0%	0%	0%	0%	0%	0%	0%	18%	33%	4%
Offered or Increased Equity Loans	0%	0%	0%	0%	0%	7%	0%	0%	10%	0%	0%	3%
Offered or Increased Reimbursement of Closing Costs on New Home	0%	0%	0%	0%	0%	7%	0%	11%	0%	6%	17%	3%
Offered or Increased Spouse Assistance Program	0%	0%	0%	0%	0%	4%	14%	0%	0%	6%	0%	3%
Developed or Changed Entire Policy	0%	0%	0%	0%	0%	4%	0%	0%	10%	0%	0%	2%
Have a More Limited Policy	14%	13%	0%	0%	11%	22%	14%	33%	20%	18%	33%	22%
Other Changes	0%	13%	0%	0%	0%	7%	0%	0%	10%	12%	0%	8%

Changes made to Relocation Policy in 1987

Table 9

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Made Changes	2	9	7	3	7	2	1	4	2	10	149
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	2	9	7	3	7	2	1	4	2	10	149
Changes											
Offered or Increased Cost of Living Allow-ance	0%	56%	43%	0%	0%	0%	0%	0%	0%	20%	15%
Offered or Increased Incentives for Employees to Sell Homes on Their Own	0%	0%	0%	33%	29%	0%	0%	0%	100%	10%	15%
Offered or Increased Guarantee Against Loss Program	0%	11%	29%	0%	0%	0%	0%	0%	0%	0%	11%
Offered or Increased Miscellaneous Expense Allowance	50%	33%	0%	0%	0%	0%	0%	0%	0%	0%	10%
Hired or Changed a Relocation Service Firm	0%	22%	0%	0%	0%	0%	0%	25%	0%	20%	9%

Changes made to Relocation Policy in 1987 (Cont'd)

Table 9 (Cont'd)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wooo & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Offered or Increased Reimbursement of Other Home Sale Costs	0%	11%	0%	67%	0%	0%	100%	0%	0%	0%	7%
Offered or Liberal-ized Reimbursements for Tax Liability	0%	0%	0%	0%	0%	50%	0%	25%	0%	10%	7%
Offered or Liberal-ized Mortgage Assistance Program	0%	11%	0%	0%	14%	0%	0%	0%	0%	0%	6%
Offered or Increased Temporary Living Allowances	0%	11%	0%	0%	14%	50%	0%	0%	0%	10%	5%
Liberalized Policy to Cover More Employees or New Hires	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5%
Added Radon Testing Procedures	0%	0%	0%	0%	14%	0%	0%	0%	0%	10%	4%
Offered or Increased MID Allowance	0%	11%	0%	0%	0%	0%	0%	0%	0%	10%	4%

Changes made to Relocation Policy in 1987 (Cont'd)

Table 9 (Cont'd)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Offered or Increased Allowances for House Hunting Trips	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	4%
Offered or Increased Equity Loans	0%	0%	0%	0%	29%	0%	0%	0%	0%	0%	3%
Offered or Increased Reimbursement of Closing Costs on New Home	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%
Offered or Increased Spouse Assistance Program	0%	0%	14%	0%	0%	0%	0%	0%	0%	0%	3%
Developed or Changed Entire Policy	50%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%
Have a More Limited Policy	0%	11%	14%	0%	29%	50%	0%	50%	0%	50%	22%
Other Changes	50%	11%	14%	0%	0%	50%	0%	0%	0%	20%	8%

Changes made to Relocation Policy in 1987

Table 9

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Who Made Changes	33	27	34	26	17	11	149
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	33	27	34	26	17	11	149
Changes							
Offered or Increased Cost of Living Allowance	9%	15%	15%	15%	18%	27%	15%
Offered or Increased Incentives for Employees to Sell Homes on Their Own	21%	11%	18%	15%	0%	18%	15%
Offered or Increased Guarantee Against Loss Program	3%	15%	9%	12%	12%	27%	11%
Offered or Increased Miscellaneous Expense Allowance	9%	11%	15%	4%	6%	9%	10%
Hired or Changed a Relocation Service Firm	6%	22%	6%	8%	6%	0%	9%

Changes made to Relocation Policy in 1987 (Cont'd)

Table 9 (Cont'd)

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Offered or Increased Reimbursement of Other Home Sale Costs	3%	11%	6%	8%	12%	9%	7%
Offered or Liberalized Reimbursements for Tax Liability	9%	11%	9%	4%	6%	0%	7%
Offered or Liberalized Mortgage Assistance Program	6%	4%	0%	4%	18%	18%	6%
Offered or Increased Temporary Living Allowances	6%	4%	9%	4%	6%	0%	5%
Liberalized Policy to Cover More Employees or New Hires	3%	7%	9%	0%	6%	0%	5%
Added Radon Testing Procedures	3%	4%	3%	4%	0%	18%	4%
Offered or Increased MID Allowance	6%	4%	9%	0%	0%	0%	4%

Changes made to Relocation Policy in 1987 (Cont'd)

Table 9 (Cont'd)

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Offered or Increased Allowances for House Hunting Trips	3%	0%	6%	8%	6%	0%	4%
Offered or Increased Equity Loans	6%	0%	3%	4%	0%	9%	3%
Offered or Increased Reimbursement of Closing Costs on New Home	0%	0%	9%	4%	6%	0%	3%
Offered or Increased Spouse Assistance Program	0%	7%	3%	4%	0%	0%	3%
Developed or Changed Entire Policy	0%	0%	3%	8%	0%	0%	2%
Have a More Limited Policy	36%	11%	18%	15%	41%	0%	22%
Other Changes	6%	7%	12%	4%	12%	0%	8%

Companies which Anticipate making Changes to the Relocation Policy in 1988

Table 10

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer	0	0	0	0	0	0	0	0	0	0	0	2
Total Answering	23	40	18	6	54	84	27	43	28	48	26	611
Companies Anticipating Changes												
Do Anticipate Making Changes	35%	20%	11%	33%	11%	29%	19%	26%	36%	38%	19%	26%
Do not Anticipate Making Changes	61%	78%	83%	67%	82%	71%	70%	74%	61%	52%	73%	70%
Don't Know	4%	3%	6%	0%	7%	0%	11%	0%	4%	10%	8%	4%

Companies which Anticipate making Changes to the Relocation Policy in 1988

Table 10

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer	0	0	0	0	0	1	0	0	1	0	2
Total Answering	16	36	18	16	23	5	7	17	14	62	611
Companies Anticipating Changes											
Do Anticipate Making Changes	50%	28%	28%	19%	26%	60%	14%	18%	36%	27%	26%
Do not Anticipate Making Changes	50%	69%	61%	81%	70%	40%	86%	82%	64%	68%	70%
Don't Know	0%	3%	11%	0%	4%	0%	0%	0%	0%	5%	4%

Companies which Anticipate making Changes to the Relocation Policy in 1988

Table 10

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer	1	0	1	0	0	0	2
Total Answering	218	102	133	93	41	21	611
Companies Anticipating Changes							
Do Anticipate Making Changes	20%	23%	32%	32%	34%	24%	26%
Do not Anticipate Making Changes	78%	69%	65%	63%	63%	57%	70%
Don't Know	2%	9%	2%	4%	2%	19%	4%

Anticipated Changes to Relocation Policy in 1988

Table 11

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Anticipating Changes	8	8	2	2	6	24	5	11	10	18	5	160
No Answer; Don't Know	1	0	0	1	0	0	0	0	1	0	0	6
Total Answering	7	8	2	1	6	24	5	11	9	18	5	154
Anticipated Changes												
Considering Incentives for Employees to Sell Homes on Their Own	0%	38%	0%	0%	0%	13%	0%	18%	0%	22%	20%	16%
Offering or Increasing Cost of Living Allow-ance	14%	25%	0%	100%	17%	4%	0%	9%	22%	11%	0%	12%
Offering or Liberal-izing Spouse Assis-tance	14%	25%	0%	100%	0%	8%	0%	18%	11%	11%	20%	10%
Offering or Liberal-izing Guarantee Against Loss Program	29%	0%	0%	0%	0%	4%	0%	18%	11%	6%	0%	8%
Offering or Liberal-izing Reimbursements for Tax Liability	0%	13%	0%	0%	17%	8%	0%	0%	11%	11%	0%	7%

Anticipated Changes to Relocation Policy in 1988 (Cont'd)

Table 11 (Cont'd)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Offering or Increasing Reimbursements of Other Home Sale Costs	0%	0%	0%	0%	33%	0%	0%	0%	0%	17%	20%	6%
Offering or Increasing Temporary Living Allowances	0%	0%	0%	0%	0%	8%	0%	9%	0%	6%	0%	5%
Offering or Increasing Miscellaneous Expense Allowance	0%	0%	0%	0%	0%	4%	0%	9%	0%	11%	0%	5%
Offering or Liberal-izing Mortgage Assistance Program	14%	13%	0%	0%	0%	8%	0%	0%	0%	6%	0%	5%
Considering Hiring or Changing a Relocation Service Firm	14%	0%	0%	0%	0%	0%	20%	0%	0%	6%	0%	4%
Offering or Increasing Closing Costs on New Home	0%	0%	0%	0%	0%	0%	0%	18%	0%	6%	20%	3%
Considering Covering More Employees or New Hires	0%	0%	0%	0%	0%	4%	0%	9%	0%	11%	0%	3%

Anticipated Changes to Relocation Policy in 1988 (Cont'd)

Table 11 (Cont'd)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Considering Radon Testing Procedures	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%
Offering or Increasing Equity Loans	0%	0%	0%	0%	0%	0%	0%	0%	0%	6%	20%	2%
Offering or Increasing Allowances for House Hunting Trips	0%	0%	0%	0%	0%	4%	0%	0%	0%	0%	0%	2%
Offering or Increasing Allowances for Ship-ment of Household Goods	0%	0%	0%	0%	0%	0%	0%	0%	11%	6%	0%	2%
Offering or Increasing MID Allowance	0%	0%	0%	0%	0%	4%	0%	0%	11%	0%	0%	1%
Offering or Liberal-izing In-House Pur-chase Program	0%	0%	0%	0%	0%	4%	0%	0%	0%	0%	0%	1%
Considering Flexible Benefit Program	0%	0%	0%	0%	0%	0%	0%	9%	0%	0%	0%	1%

Anticipated Changes to Relocation Policy in 1988 (Cont'd)

Table 11 (Cont'd)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Decreasing Our Assistance	14%	13%	50%	0%	17%	21%	20%	27%	0%	17%	20%	15%
All Other Changes	14%	0%	0%	0%	0%	0%	0%	0%	11%	6%	0%	5%
Under Discussion Now; Policy Changes Not Finalized	0%	13%	0%	0%	0%	13%	20%	0%	22%	0%	0%	10%
Don't Know Yet	14%	0%	50%	0%	33%	4%	40%	9%	11%	6%	20%	10%

Anticipated Changes to Relocation Policy in 1988

Table 11

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Anticipating Changes	8	10	5	3	6	3	1	3	5	17	160
No Answer; Don't Know	0	0	0	0	0	0	1	1	0	1	6
Total Answering	8	10	5	3	6	3	0	2	5	16	154
Anticipated Changes											
Considering Incentives for Employees to Sell Homes on Their Own	13%	30%	20%	0%	50%	33%	0%	50%	0%	6%	16%
Offering or Increasing Cost of Living Allowance	0%	10%	0%	33%	17%	0%	0%	50%	0%	19%	12%
Offering or Liberalizing Spouse Assistance	13%	0%	0%	0%	0%	0%	0%	50%	40%	0%	10%
Offering or Liberalizing Guarantee Against Loss Program	13%	20%	0%	0%	0%	0%	0%	50%	0%	6%	8%
Offering or Liberalizing Reimbursements for Tax Liability	0%	0%	20%	0%	17%	0%	0%	0%	20%	6%	7%

Anticipated Changes to Relocation Policy in 1988 (Cont'd)

Table 11 (Cont'd)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Offering or Increasing Reimbursements of Other Home Sale Costs	0%	0%	40%	0%	0%	0%	0%	0%	20%	0%	6%
Offering or Increasing Temporary Living Allowances	13%	0%	20%	33%	0%	0%	0%	0%	0%	0%	5%
Offering or Increasing Miscellaneous Expense Allowance	0%	10%	20%	0%	17%	0%	0%	0%	0%	6%	5%
Offering or Liberal-izing Mortgage Assistance Program	0%	0%	0%	0%	33%	0%	0%	0%	0%	0%	5%
Considering Hiring or Changing a Relocation Service Firm	0%	0%	0%	0%	17%	0%	0%	0%	0%	13%	4%
Offering or Increasing Closing Costs on New Home	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%
Considering Covering More Employees or New Hires	0%	10%	0%	0%	0%	0%	0%	0%	0%	0%	3%

Anticipated Changes to Relocation Policy in 1988 (Cont'd)

Table 11 (Cont'd)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Considering Radon Testing Procedures	0%	10%	0%	33%	0%	0%	0%	0%	0%	6%	2%
Offering or Increasing Equity Loans	13%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%
Offering or Increasing Allowances for House Hunting Trips	13%	0%	0%	0%	0%	0%	0%	0%	0%	6%	2%
Offering or Increasing Allowances for Shipment of Household Goods	0%	0%	0%	0%	0%	0%	0%	0%	0%	6%	2%
Offering or Increasing MID Allowance	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Offering or Liberalizing In-House Purchase Program	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Considering Flexible Benefit Program	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%

Anticipated Changes to Relocation Policy in 1988 (Cont'd)

Table 11 (Cont'd)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Decreasing Our Assistance	0%	20%	0%	33%	17%	0%	0%	0%	0%	13%	15%
All Other Changes	13%	10%	0%	0%	0%	0%	0%	0%	20%	13%	5%
Under Discussion Now; Policy Changes Not Finalized	13%	20%	0%	0%	0%	67%	0%	0%	0%	19%	10%
Don't Know Yet	25%	0%	20%	0%	0%	0%	0%	0%	20%	0%	10%

Anticipated Changes to Relocation Policy in 1988

Table 11

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Anticipating Changes	43	23	43	30	14	5	160
No Answer; Don't Know	3	0	2	0	0	1	6
Total Answering	40	23	41	30	14	4	154
Anticipated Changes							
Considering Incentives for Employees to Sell Homes on Their Own	5%	13%	17%	23%	29%	0%	16%
Offering or Increasing Cost of Living Allowance	13%	13%	10%	10%	21%	0%	12%
Offering or Liberalizing Spouse Assistance	3%	9%	10%	20%	7%	50%	10%
Offering or Liberalizing Guarantee Against Loss Program	3%	4%	15%	10%	7%	0%	8%
Offering or Liberalizing Reimbursements for Tax Liability	10%	4%	7%	7%	7%	0%	7%

Anticipated Changes to Relocation Policy in 1988 (Cont'd)

Table 11 (Cont'd)

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Offering or Increasing Reimbursements of Other Home Sale Costs	8%	13%	2%	7%	0%	0%	6%
Offering or Increasing Temporary Living Allowances	8%	4%	2%	3%	0%	25%	5%
Offering or Increasing Miscellaneous Expense Allowance	3%	0%	7%	10%	0%	25%	5%
Offering or Liberalizing Mortgage Assistance Program	3%	0%	2%	13%	0%	25%	5%
Considering Hiring or Changing a Relocation Service Firm	0%	4%	5%	3%	14%	0%	4%
Offering or Increasing Closing Costs on New Home	0%	3%	5%	0%	0%	0%	3%
Considering Covering More Employees or New Hires	0%	4%	5%	7%	0%	0%	3%

Anticipated Changes to Relocation Policy in 1988 (Cont'd)

Table 11 (Cont'd)

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Considering Radon Testing Procedures	5%	0%	0%	3%	0%	0%	2%
Offering or Increasing Equity Loans	3%	0%	2%	0%	7%	0%	2%
Offering or Increasing Allowances for House Hunting Trips	3%	0%	2%	3%	0%	0%	2%
Offering or Increasing Allowances for Shipment of Household Goods	0%	4%	2%	3%	0%	0%	2%
Offering or Increasing MID Allowance	0%	0%	2%	3%	0%	0%	1%
Offering or Liberalizing In-House Purchase Program	3%	0%	0%	0%	0%	0%	1%
Considering Flexible Benefit Program	0%	0%	2%	0%	0%	0%	1%

Anticipated Changes to Relocation Policy in 1988 (Cont'd)

Table 11 (Cont'd)

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Decreasing Our Assistance	23%	17%	15%	10%	0%	0%	15%
All Other Changes	5%	0%	2%	3%	14%	50%	5%
Under Discussion Now; Policy Changes Not Finalized	15%	13%	7%	3%	14%	0%	10%
Don't Know Yet	13%	13%	10%	7%	7%	0%	10%

Areas in which Companies made Exceptions to the Overall Policy in 1987

Table 12

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	2	2	0	0	1	0	0	0	0	0	1	7
Total Answering	21	38	18	6	53	84	27	43	28	48	25	606
Exception Areas												
Time Extensions on Temporary Living	38%	66%	72%	17%	49%	54%	56%	63%	61%	63%	68%	59%
Extension of Marketing Time on Old Home	24%	50%	33%	0%	40%	31%	33%	37%	46%	46%	52%	38%
Providing Loss Protection on the Old Home	24%	29%	28%	0%	28%	30%	37%	21%	32%	33%	36%	29%
Time Extensions on Duplicate House Carrying Costs	29%	24%	28%	17%	28%	21%	37%	40%	7%	17%	32%	27%
Increased Benefits to New Hires	14%	26%	28%	0%	19%	29%	19%	14%	25%	31%	48%	27%
Offering Bridge Loans	5%	21%	22%	17%	26%	14%	26%	19%	7%	17%	20%	21%

Areas in which Companies made Exceptions to the Overall Policy in 1987 (Cont'd)

Table 12 (Cont'd)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Extending Home Purchase Assistance to Renters	5%	21%	17%	0%	9%	13%	11%	21%	4%	15%	28%	13%
Time Extensions on MIDA Payments	0%	5%	6%	17%	8%	4%	4%	5%	0%	4%	4%	4%
Increased Other Allowances Above Limits of Policy	0%	0%	0%	0%	0%	6%	7%	2%	4%	6%	4%	4%
All Other Exceptions	0%	0%	0%	0%	0%	2%	0%	0%	4%	0%	0%	1%
Made no Exceptions to Policy	43%	32%	22%	67%	38%	33%	30%	26%	29%	33%	20%	31%

Areas in which Companies made Exceptions to the Overall Policy in 1987

Table 12

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	1	7
Total Answering	16	36	18	16	23	6	7	17	15	61	606
Exception Areas											
Time Extensions on Temporary Living	75%	61%	78%	50%	61%	67%	43%	71%	73%	54%	59%
Extension of Marketing Time on Old Home	56%	39%	56%	31%	48%	17%	43%	24%	47%	31%	38%
Providing Loss Protection on the Old Home	56%	28%	28%	19%	26%	33%	29%	24%	33%	23%	29%
Time Extensions on Duplicate House Carrying Costs	25%	25%	33%	25%	35%	50%	14%	41%	13%	33%	27%
Increased Benefits to New Hires	31%	33%	50%	19%	39%	17%	14%	29%	27%	26%	27%
Offering Bridge Loans	31%	22%	28%	25%	22%	33%	29%	47%	13%	28%	21%

Areas in which Companies made Exceptions to the Overall Policy in 1987 (Cont'd)

Table 12 (Cont'd)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Extending Home Purchase Assistance to Renters	19%	22%	28%	0%	9%	17%	0%	6%	7%	7%	13%
Time Extensions on MIDA Payments	0%	0%	0%	0%	0%	0%	0%	24%	0%	2%	4%
Increased Other Allowances Above Limits of Policy	13%	14%	0%	0%	4%	0%	0%	6%	7%	3%	4%
All Other Exceptions	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	1%
Made no Exceptions to Policy	13%	19%	22%	44%	26%	17%	43%	29%	20%	38%	31%

Areas in which Companies made Exceptions to the Overall Policy in 1987

Table 12

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	3	0	2	0	1	1	7
Total Answering	216	102	132	93	40	20	606
Exception Areas							
Time Extensions on Temporary Living	45%	63%	64%	69%	73%	70%	59%
Extension of Marketing Time on Old Home	24%	48%	43%	44%	58%	55%	38%
Providing Loss Protection on the Old Home	14%	28%	42%	37%	38%	45%	29%
Time Extensions on Duplicate House Carrying Costs	21%	38%	27%	29%	20%	25%	27%
Increased Benefits to New Hires	18%	27%	33%	33%	38%	30%	27%
Offering Bridge Loans	19%	25%	23%	22%	15%	15%	21%

Areas in which Companies made Exceptions to the Overall Policy in 1987 (Cont'd)

Table 12 (Cont'd)

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Extending Home Purchase Assistance to Renters	10%	21%	15%	10%	15%	15%	13%
Time Extensions on MIDA Payments	2%	9%	2%	2%	8%	10%	4%
Increased Other Allowances Above Limits of Policy	5%	5%	6%	1%	0%	0%	4%
All Other Exceptions	0%	1%	1%	1%	3%	0%	1%
Made no Exceptions to Policy	43%	29%	27%	22%	18%	10%	31%

Companies which Transfer Employees Internationally

Table 13

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	23	40	18	6	54	84	27	43	28	48	26	613
International Transfers												
Do Transfer Employees Internationally	65%	58%	28%	50%	69%	35%	48%	26%	43%	23%	81%	51%
Do not Transfer Employees Internationally	35%	43%	72%	50%	32%	66%	52%	74%	57%	77%	19%	49%

Companies which Transfer Employees Internationally

Table 13

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	16	36	18	16	23	6	7	17	15	62	613
International Transfers											
Do Transfer Employees Internationally	88%	61%	78%	69%	44%	50%	29%	59%	60%	63%	51%
Do not Transfer Employees Internationally	13%	39%	22%	31%	57%	50%	71%	41%	40%	37%	49%

Companies which Transfer Employees Internationally

Table 13

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	219	102	134	93	41	21	613
International Transfers							
Do Transfer Employees Internationally	38%	52%	49%	60%	85%	81%	51%
Do not Transfer Employees Internationally	62%	48%	51%	40%	15%	19%	49%

Companies Currently using a Relocation Service Firm for One or More Services

Table 14

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	1	0	1
Total Answering	23	40	18	6	54	84	27	43	28	47	26	612
Use Relocation Firm												
Company Does Use	70%	68%	72%	83%	76%	69%	56%	67%	79%	83%	85%	74%
Company Does not Use	30%	33%	28%	17%	24%	31%	44%	33%	21%	17%	15%	26%

Companies Currently using a Relocation Service Firm for One or More Services

Table 14

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	1
Total Answering	16	36	18	16	23	6	7	17	15	62	612
Use Relocation Firm											
Company Does Use	88%	83%	89%	69%	61%	83%	86%	71%	87%	74%	74%
Company Does not Use	13%	17%	11%	31%	39%	17%	14%	29%	13%	26%	26%

Companies Currently using a Relocation Service Firm for One or More Services

Table 14

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - [illegible]	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	0	0	0	0	0	1	1
Total Answering	219	102	134	93	41	20	612
Use Relocation Firm							
Company Does Use	69%	69%	75%	83%	90%	75%	74%
Company Does not Use	31%	31%	25%	17%	10%	25%	26%

Services Provided by Relocation Firms which Companies Use

Table 15

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Using Relocation Firms	16	27	13	5	41	58	15	29	22	39	22	454
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	16	27	13	5	41	58	15	29	22	39	22	454
Services Used												
Home Sale (Third Party Purchase)	88%	96%	100%	100%	93%	93%	87%	90%	100%	100%	91%	94%
Home Finding	56%	63%	62%	80%	66%	60%	80%	62%	73%	64%	50%	63%
Consulting	44%	56%	15%	60%	54%	38%	47%	45%	46%	64%	27%	45%
Property Management	38%	48%	39%	20%	42%	31%	40%	45%	59%	41%	18%	40%
Equity Loans	38%	56%	23%	60%	49%	26%	27%	38%	50%	54%	18%	40%
Group Move Assistance	56%	30%	8%	20%	37%	16%	20%	28%	32%	41%	27%	32%
Mortgage Financing	19%	22%	39%	40%	32%	17%	20%	38%	14%	28%	18%	26%
Transportation	19%	15%	8%	40%	32%	24%	20%	10%	23%	26%	18%	19%
Other Services	6%	0%	0%	0%	2%	3%	0%	0%	0%	0%	0%	1%

Services Provided by Relocation Firms which Companies Use

Table 15

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Using Relocation Firms	14	30	16	11	14	5	6	12	13	46	454
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	14	30	16	11	14	5	6	12	13	46	454
Services Used											
Home Sale (Third Party Purchase)	100%	93%	100%	100%	100%	100%	100%	100%	92%	87%	94%
Home Finding	50%	70%	69%	64%	50%	40%	83%	50%	54%	67%	63%
Consulting	36%	67%	38%	36%	43%	40%	50%	33%	46%	30%	45%
Property Management	29%	57%	38%	64%	57%	40%	50%	25%	31%	37%	40%
Equity Loans	50%	67%	31%	64%	50%	40%	33%	25%	39%	24%	40%
Group Move Assistance	36%	60%	31%	36%	43%	60%	50%	8%	31%	24%	32%
Mortgage Financing	21%	50%	25%	27%	21%	0%	50%	17%	31%	26%	26%
Transportation	0%	20%	19%	9%	7%	0%	17%	17%	15%	13%	19%
Other Services	0%	3%	0%	0%	0%	0%	0%	0%	0%	2%	1%

Services Provided by Relocation Firms which Companies Use

Table 15

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Using Relocation Firms	152	70	101	77	37	15	454
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	152	70	101	77	37	15	454
Services Used							
Home Sale (Third Party Purchase)	89%	94%	99%	97%	95%	100%	94%
Home Finding	59%	67%	61%	73%	49%	80%	63%
Consulting	43%	39%	52%	46%	46%	40%	45%
Property Management	39%	30%	47%	43%	41%	53%	40%
Equity Loans	36%	31%	42%	48%	46%	53%	40%
Group Move Assistance	22%	17%	47%	34%	46%	53%	32%
Mortgage Financing	23%	20%	35%	33%	19%	27%	26%
Transportation	21%	17%	24%	17%	5%	7%	19%
Other Services	1%	4%	0%	1%	0%	7%	1%

Home Sale

Company's Overall Policy for Disposing of a Transferred Employee's Former Living Quarters	Table 16
Average Length of Time Homes Purchased by Company or its Relocation Service Firm were in Inventory in 1987	Table 17
Percent of Homes which Company Purchased that were Amended or Assigned Sales	Table 18
Companies with a Formal Marketing Assistance Program to help Employees Sell the Former Home	Table 19
Companies which Use Outside Firms For Home Marketing Assistance	Table 20
Companies which Offer Incentives to Encourage Sales of Employee Homes	Table 21
Recipients of Incentive Programs	Table 22
Companies which Gross-Up Incentive Payments to Employees	Table 23
Companies with a Program to Provide Protection Against a Loss-on-Investment on the Sale of Employee Homes	Table 24
Companies which Gross-Up Loss-on-Investment Payments to Employees	Table 25
Whether Loss-on-Investment Protection is Written into the Policy or Offered Selectively	Table 26

Company's Overall Policy for Disposing of a Transferred Employee's Former Living Quarters

Table 16

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	23	40	18	6	54	84	27	43	28	48	26	613
Company Policy												
The Company Offers to Purchase the Home and Bears Some or All Home Sale Expenses	22%	30%	17%	0%	6%	23%	22%	16%	0%	15%	4%	15%
The Company Employs an Outside Relocation Firm or Bank to Purchase the Home	61%	55%	67%	83%	59%	49%	44%	51%	75%	77%	58%	60%
The Employee Must Arrange for the Sale of the Home but Is Reimbursed for Some or All Home Sale Expenses	17%	15%	17%	17%	32%	25%	30%	21%	14%	8%	39%	22%
The Employee Is Given no Assistance or Reimbursement in the Sale of the Home	0%	0%	0%	0%	4%	4%	4%	12%	11%	0%	0%	3%

Company's Overall Policy for Disposing of a Transferred Employee's Former Living Quarters

Table 16

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	16	36	18	16	23	6	7	17	15	62	613
Company Policy											
The Company Offers to Purchase the Home and Bears Some or All Home Sale Expenses	0%	14%	17%	0%	17%	17%	[illegible]%	6%	7%	23%	15%
The Company Employs an Outside Relocation Firm or Bank to Purchase the Home	63%	67%	83%	69%	57%	67%	71%	65%	67%	48%	60%
The Employee Must Arrange for the Sale of the Home but Is Reimbursed for Some or All Home Sale Expenses	31%	17%	0%	31%	26%	17%	29%	29%	20%	23%	22%
The Employee Is Given no Assistance or Reimbursement in the Sale of the Home	6%	3%	0%	0%	0%	0%	0%	0%	7%	7%	3%

Company's Overall Policy for Disposing of a Transferred Employee's Former Living Quarters

Table 16

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	219	102	134	93	41	21	613
Company Policy							
The Company Offers to Purchase the Home and Bears Some or All Home Sale Expenses	11%	20%	13%	19%	20%	19%	15%
The Company Employs an Outside Relocation Firm or Bank to Purchase the Home	52%	52%	66%	69%	71%	76%	60%
The Employee Must Arrange for the Sale of the Home but Is Reimbursed for Some or All Home Sale Expenses	33%	25%	18%	10%	7%	0%	22%
The Employee Is Given no Assistance or Reimbursement in the Sale of the Home	4%	4%	3%	2%	2%	5%	3%

Average Length of Time Homes Purchased by Company or its Relocation Service Firm were in Inventory in 1987

Table 17

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total With Home Purchase Policy	20	34	15	5	36	67	19	31	22	45	17	483
No Answer	2	4	0	0	4	7	4	1	1	4	0	50
Total Answering	18	30	15	5	32	60	15	30	21	41	17	433
Number of Days in Inventory												
Less Than 60 Days	11%	3%	7%	0%	6%	8%	0%	13%	5%	5%	0%	7%
60 - 89 Days	6%	17%	0%	0%	6%	7%	27%	10%	5%	17%	12%	13%
90 - 119 Days	22%	27%	20%	20%	37%	43%	27%	17%	29%	34%	30%	29%
120 - 149 Days	44%	27%	27%	0%	25%	27%	20%	23%	24%	20%	29%	24%
150 - 179 Days	0%	17%	27%	40%	13%	5%	20%	20%	10%	0%	18%	12%
180 - 209 Days	11%	7%	20%	20%	3%	7%	7%	17%	19%	12%	12%	9%
210 Days or Longer	6%	3%	0%	20%	9%	3%	0%	0%	10%	12%	0%	5%
Average # of Days	116	118	133	190	126	120	109	120	136	123	123	119

Average Length of Time Homes Purchased by Company or its Relocation Service Firm were in Inventory in 1987

Table 17

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total With Home Purchase Policy	13	31	18	12	17	6	6	12	12	45	483
No Answer	2	4	2	1	4	1	1	4	1	3	50
Total Answering	11	27	16	11	13	5	5	8	11	42	433
Number of Days in Inventory											
Less Than 60 Days	0%	11%	6%	9%	8%	20%	0%	0%	9%	10%	7%
60 - 89 Days	9%	11%	31%	18%	15%	40%	0%	50%	18%	19%	13%
90 - 119 Days	36%	30%	19%	36%	39%	20%	60%	25%	27%	19%	29%
120 - 149 Days	46%	22%	6%	18%	8%	20%	20%	13%	27%	26%	24%
150 - 179 Days	0%	19%	19%	0%	15%	0%	20%	13%	9%	12%	12%
180 - 209 Days	0%	8%	12%	9%	15%	0%	0%	0%	9%	10%	9%
210 Days or Longer	9%	0%	6%	9%	0%	0%	0%	0%	0%	5%	5%
Average # of Days	116	109	124	112	110	82	112	86	107	117	119

Average Length of Time Homes Purchased by Company or its Relocation Service Firm were in Inventory in 1987

Table 17

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total With Home Purchase Policy	150	76	112	84	39	20	483
No Answer	16	6	6	12	4	4	50
Total Answering	134	70	106	72	35	16	433
Number of Days in Inventory							
Less Than 60 Days	8%	6%	8%	7%	3%	6%	7%
60 - 89 Days	13%	11%	16%	15%	11%	0%	13%
90 - 119 Days	32%	26%	30%	37%	23%	25%	29%
120 - 149 Days	20%	29%	26%	21%	29%	25%	24%
150 - 179 Days	5%	14%	14%	13%	14%	25%	12%
180 - 209 Days	16%	11%	4%	4%	12%	13%	9%
210 Days or Longer	6%	3%	3%	4%	9%	6%	5%
Average # of Days	124	122	110	112	130	136	119

Percent of Homes which Company Purchased that were Amended or Assigned Sales

Table 18

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total with Home Purchase Policy	20	34	15	5	36	67	19	31	22	45	17	483
No Answer; Don't Know	1	3	0	0	2	5	5	2	1	2	1	33
Total Answering	19	31	15	5	34	62	14	29	21	43	16	450
Percent												
Less Than 10%	5%	13%	26%	40%	21%	19%	35%	13%	19%	21%	12%	18%
10% - 19%	37%	16%	13%	20%	18%	16%	7%	7%	19%	14%	6%	12%
20% - 29%	16%	16%	20%	40%	21%	10%	7%	14%	10%	19%	25%	16%
30% - 39%	16%	13%	7%	0%	15%	7%	7%	14%	5%	12%	13%	11%
40% - 49%	11%	23%	27%	0%	3%	13%	14%	17%	14%	12%	13%	14%
50% - 59%	11%	7%	0%	20%	15%	7%	21%	7%	10%	7%	6%	13%
60% - 69%	0%	3%	0%	0%	3%	13%	0%	7%	14%	7%	19%	8%
70% - 79%	5%	3%	0%	0%	3%	10%	7%	14%	0%	7%	0%	5%
80% - 89%	0%	0%	7%	0%	0%	2%	0%	3%	10%	2%	6%	2%
90% or Over	0%	7%	0%	0%	3%	5%	0%	3%	0%	0%	0%	2%
Average %	27.3	33.3	25.0	23.0	27.1	36.8	27.2	40.1	34.1	29.9	36.2	33.4

Percent of Homes which Company Purchased that were Amended or Assigned Sales

Table 18

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total With Home Purchase Policy	13	31	18	12	17	6	6	12	12	45	483
No Answer; Don't Know	2	1	0	0	1	1	1	2	0	3	33
Total Answering	11	30	18	12	16	5	5	10	12	42	450
Percent											
Less Than 10%	0%	23%	0%	17%	19%	20%	0%	20%	16%	24%	18%
10% - 19%	9%	3%	0%	0%	0%	0%	20%	0%	8%	10%	12%
20% - 29%	18%	13%	22%	17%	6%	20%	20%	20%	42%	14%	16%
30% - 39%	9%	30%	6%	0%	6%	0%	40%	10%	0%	7%	11%
40% - 49%	18%	13%	17%	8%	13%	20%	0%	20%	17%	12%	14%
50% - 59%	18%	13%	22%	33%	44%	40%	0%	20%	8%	14%	13%
60% - 69%	18%	0%	17%	8%	13%	0%	20%	0%	8%	12%	8%
70% - 79%	0%	3%	17%	0%	0%	0%	0%	0%	0%	5%	5%
80% - 89%	0%	0%	0%	0%	0%	0%	0%	10%	0%	2%	2%
90% or Over	9%	0%	0%	17%	0%	0%	0%	0%	0%	0%	2%
Average %	45.4	28.1	47.4	44.2	39.0	34.2	32.6	33.8	26.5	31.9	33.4

Percent of Homes which Company Purchased that were Amended or Assigned Sales

Table 18

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total With Home Purchase Policy	150	76	112	84	39	20	483
No Answer; Don't Know	9	1	9	5	4	3	33
Total Answering	141	75	103	79	35	17	450
Percent							
Less Than 10%	32%	15%	13%	11%	6%	0%	18%
10% - 19%	14%	17%	11%	8%	6%	6%	12%
20% - 29%	20%	19%	18%	8%	9%	18%	16%
30% - 39%	6%	8%	13%	15%	17%	18%	11%
40% - 49%	4%	11%	19%	20%	17%	29%	14%
50% - 59%	13%	13%	11%	13%	17%	12%	13%
60% - 69%	6%	4%	5%	14%	20%	12%	8%
70% - 79%	2%	5%	8%	8%	3%	6%	5%
80% - 89%	2%	3%	0%	3%	6%	0%	2%
90% or Over	1%	5%	3%	1%	0%	0%	2%
Average %	24.4	34.1	35.0	40.2	43.9	42.4	33.4

Companies with a Formal Marketing Assistance Program to help Employees Sell the Former Home

Table 19

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	0	1	0	1	0	0	1	3
Total Answering	23	40	18	6	54	83	27	42	28	48	25	610
Home Marketing Assistance												
Do Offer	39%	33%	22%	50%	24%	16%	22%	41%	36%	19%	36%	27%
Do not Offer	61%	68%	78%	50%	76%	84%	78%	60%	64%	81%	64%	73%

Companies with a Formal Marketing Assistance Program to help Employees Sell the Former Home

Table 19

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	3
Total Answering	16	36	18	16	23	6	7	17	15	62	610
Home Marketing Assistance											
Do Offer	56%	22%	44%	31%	17%	17%	43%	12%	27%	24%	27%
Do not Offer	44%	78%	56%	69%	83%	83%	57%	88%	73%	76%	73%

Companies with a Formal Marketing Assistance Program to help Employees Sell the Former Home

Table 19

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	1	0	2	0	0	0	3
Total Answering	218	102	132	93	41	21	610
Home Marketing Assistance							
Do Offer	24%	18%	30%	36%	39%	24%	27%
Do not Offer	76%	82%	70%	65%	61%	76%	73%

Companies which Use Outside Firms for Home Marketing Assistance

Table 20

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Offer	9	13	4	3	13	13	6	17	10	9	9	165
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	9	13	4	3	13	13	6	17	10	9	9	165
Use of Outside Firms												
Do Use	100%	85%	100%	100%	92%	92%	67%	94%	100%	100%	100%	94%
Do not Use	0%	15%	0%	0%	8%	8%	33%	6%	0%	0%	0%	6%

Companies which Use Outside Firms for Home Marketing Assistance

Table 20

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Offer	9	8	8	5	4	1	3	2	4	15	165
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	9	8	8	5	4	1	3	2	4	15	165
Use of Outside Firms											
Do Use	100%	100%	75%	100%	100%	100%	100%	100%	75%	100%	94%
Do not Use	0%	0%	25%	0%	0%	0%	0%	0%	25%	0%	6%

Companies which Use Outside Firms for Home Marketing Assistance

Table 20

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Who Offer	52	18	40	33	16	5	165
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	52	18	40	33	16	5	165
Use of Outside Firms							
Do Use	98%	89%	95%	91%	88%	100%	94%
Do not Use	2%	11%	5%	9%	13%	0%	6%

Companies which Offer Incentives to Encourage Sales of Employee Homes

Table 21

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	1	0	0	0	1	0	0	0	0	0	3
Total Answering	23	39	18	6	54	83	27	43	28	48	26	610
Incentive Programs												
Do Offer	39%	23%	22%	33%	24%	28%	22%	30%	36%	44%	35%	28%
Do not Offer	61%	77%	78%	67%	76%	72%	78%	70%	64%	56%	65%	72%

Companies which Offer Incentives to Encourage Sales of Employee Homes

Table 21

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	1	0	0	0	0	0	3
Total Answering	16	36	18	16	22	6	7	17	15	62	610
Incentive Programs											
Do Offer	25%	19%	22%	25%	18%	33%	57%	18%	27%	27%	28%
Do not Offer	75%	81%	78%	75%	82%	67%	43%	82%	73%	73%	72%

Companies which Offer Incentives to Encourage Sales of Employee Homes

Table 21

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	1	1	1	0	0	0	3
Total Answering	218	101	133	93	41	21	610
Incentive Programs							
Do Offer	20%	25%	35%	32%	39%	52%	28%
Do not Offer	80%	75%	65%	68%	61%	48%	72%

Recipients of Incentive Programs

Table 22

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Offer	9	9	4	2	13	23	6	13	10	21	9	172
No Answer; Don't Know	0	0	0	0	0	0	1	0	0	0	0	1
Total Answering	9	9	4	2	13	23	5	13	10	21	9	171
Recipients of Incentives												
The Employee	78%	56%	100%	50%	69%	65%	60%	92%	80%	62%	89%	68%
Brokers	11%	22%	0%	50%	31%	26%	40%	23%	40%	33%	11%	32%
Buyers of the Home	22%	44%	0%	0%	8%	30%	0%	15%	10%	10%	0%	16%

Recipients of Incentive Programs

Table 22

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Offer	4	7	4	4	4	2	4	3	4	17	172
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	1
Total Answering	4	7	4	4	4	2	4	3	4	17	171
Recipients of Incentives											
The Employee	75%	71%	50%	50%	25%	50%	75%	67%	75%	53%	68%
Brokers	0%	29%	75%	75%	75%	50%	25%	0%	25%	53%	32%
Buyers of the Home	25%	0%	50%	0%	25%	50%	25%	33%	0%	6%	16%

Recipients of Incentive Programs

Table 22

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Who Offer	44	25	46	30	16	11	172
No Answer; Don't Know	0	0	1	0	0	0	1
Total Answering	44	25	45	30	16	11	171
Recipients of Incentives							
The Employee	73%	60%	64%	63%	69%	91%	68%
Brokers	27%	40%	42%	30%	13%	18%	32%
Buyers of the Home	14%	4%	20%	27%	19%	0%	16%

Companies which Gross-Up Incentive Payments to Employees

Table 23

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Offer Incentives to Employees	7	5	4	1	9	15	3	12	8	13	8	116
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	7	5	4	1	9	15	3	12	8	13	8	116
Gross-Up of Payments												
Do Gross-Up to Cover Added Tax Liability	29%	40%	25%	100%	56%	80%	33%	42%	50%	31%	25%	47%
Do not Gross-Up to Cover Added Tax Liability	71%	60%	75%	0%	44%	20%	67%	58%	50%	69%	75%	53%

Companies which Gross-Up Incentive Payments to Employees

Table 23

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Offer Incentives to Employees	3	5	2	2	1	1	3	2	3	9	116
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	3	5	2	2	1	1	3	2	3	9	116
Gross-Up of Payments											
Do Gross-Up to Cover Added Tax Liability	0%	40%	100%	0%	100%	100%	67%	50%	100%	44%	47%
Do not Gross-Up to Cover Added Tax Liability	100%	60%	0%	100%	0%	0%	33%	50%	0%	56%	53%

Companies which Gross-Up Incentive Payments to Employees

Table 23

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Who Offer Incentives to Employees	32	15	29	19	11	10	116
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	32	15	29	19	11	10	116
Gross-Up of Payments							
Do Gross-Up to Cover Added Tax Liability	56%	47%	52%	53%	27%	20%	47%
Do not Gross-Up to Cover Added Tax Liability	44%	53%	48%	47%	73%	80%	53%

Companies with a Program to Provide Protection Against a Loss-on-Investment on the Sale of Employee Homes

Table 24

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	23	40	18	6	54	84	27	43	28	48	26	613
Loss Protection Programs												
Company has a Loss Protection Program	61%	73%	39%	33%	24%	36%	44%	40%	50%	48%	42%	44%
Company Does not Have a Loss Protection Program	39%	28%	61%	67%	76%	64%	56%	61%	50%	52%	58%	56%

Companies with a Program to Provide Protection Against a Loss-on-Investment on the Sale of Employee Homes

Table 24

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	16	36	18	16	23	6	7	17	15	62	613
Loss Protection Programs											
Company has a Loss Protection Program	38%	56%	67%	25%	48%	33%	14%	41%	33%	44%	44%
Company Does not Have a Loss Protection Program	63%	44%	33%	75%	52%	67%	86%	59%	67%	57%	56%

Companies with a Program to Provide Protection Against a Loss-on-Investment on the Sale of Employee Homes

Table 24

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	219	102	134	93	41	21	613
Loss Protection Programs							
Company has a Loss Protection Program	31%	38%	43%	61%	66%	81%	44%
Company Does not Have a Loss Protection Program	69%	62%	57%	39%	34%	19%	56%

Companies which Gross-Up Loss-on-Investment Payments to Employees

Table 25

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total With Loss Protection Programs	14	29	7	2	13	30	12	17	14	23	11	267
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	3
Total Answering	14	29	7	2	13	30	12	17	14	23	11	264
Policy												
Employees Given Loss Protection Payments are Reimbursed for the Tax Liability	86%	55%	86%	0%	62%	70%	25%	65%	71%	65%	73%	68%
Employees Given Loss Protection Payments are not Reimbursed for the Tax Liability	14%	45%	14%	100%	39%	30%	75%	35%	29%	35%	27%	32%

Companies which Gross-Up Loss-on-Investment Payments to Employees

Table 25

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total With Loss Protection Programs	6	20	12	4	11	2	1	7	5	27	267
No Answer; Don't Know	0	0	0	0	0	1	0	0	0	2	3
Total Answering	6	20	12	4	11	1	1	7	5	25	264
Policy											
Employees Given Loss Protection Payments are Reimbursed for the Tax Liability	83%	90%	67%	25%	73%	100%	0%	100%	40%	76%	68%
Employees Given Loss Protection Payments are not Reimbursed for the Tax Liability	17%	10%	33%	75%	27%	0%	100%	0%	60%	24%	32%

Companies which Gross-Up Loss-on-Investment Payments to Employees

Table 25

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total With Loss Protection Programs	67	39	58	57	27	17	267
No Answer; Don't Know	2	0	0	0	0	1	3
Total Answering	65	39	58	57	27	16	264
Policy							
Employees Given Loss Protection Payments are Reimbursed for the Tax Liability	65%	56%	69%	72%	78%	75%	68%
Employees Given Loss Protection Payments are not Reimbursed for the Tax Liability	35%	44%	31%	28%	22%	25%	32%

Whether Loss-on-Investment Protection is Written into the Policy or Offered Selectively

Table 26

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total With Loss Protection Programs	14	29	7	2	13	30	12	17	14	23	11	267
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	14	29	7	2	13	30	12	17	14	23	11	267
Type of Program												
Loss Protection is Written Into Policy	93%	55%	43%	50%	54%	57%	42%	41%	64%	70%	46%	55%
Loss Protection is Offered Selectively on a Case by Case Basis	7%	45%	57%	50%	46%	43%	58%	59%	36%	30%	55%	45%

Whether Loss-on-Investment Protection is Written into the Policy or Offered Selectively

Table 26

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswre	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total With Loss Protection Programs	6	20	12	4	11	2	1	7	5	27	267
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	6	20	12	4	11	2	1	7	5	27	267
Type of Program											
Loss Protection is Written Into Policy	33%	65%	50%	25%	55%	0%	0%	43%	80%	48%	55%
Loss Protection is Offered Selectively on a Case by Case Basis	67%	35%	50%	75%	46%	100%	100%	57%	20%	52%	45%

Whether Loss-on-Investment Protection is Written into the Policy or Offered Selectively

Table 26

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total With Loss Protection Programs	67	39	58	57	27	17	267
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	67	39	58	57	27	17	267
Type of Program							
Loss Protection is Written Into Policy	45%	49%	53%	56%	74%	88%	55%
Loss Protection is Offered Selectively on a Case by Case Basis	55%	51%	47%	44%	26%	12%	45%

Home Purchase

Expenses Reimbursed Employees on the Purchase of a New Home	Table 27
Limits Placed on Reimbursements to Employees for Mortgage Origination Fees	Table 28
Limits Placed on Reimbursements to Employees for Mortgage Discount Points Paid by the Buyer	Table 29
Companies Providing a Mortgage Interest Differential Allowance	Table 30
Number of Homeowners Transferred in 1987 Who Received a MIDA Payment	Table 31
Companies Providing a National Mortgage Program for New Home Purchases	Table 32
Number of Homeowners Transferred in 1987 Who Utilized the Mortgage Program	Table 33

Expenses Reimbursed Employees on the Purchase of a New Home

Table 27

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeror Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	23	40	18	6	54	84	27	43	28	48	26	613
Reimbursed Expenses												
Title Costs	96%	90%	94%	67%	85%	86%	82%	70%	86%	94%	85%	86%
Mortgage Origination Fees	87%	90%	83%	67%	83%	77%	93%	74%	86%	94%	81%	85%
Other Normal Closing Costs	91%	90%	94%	67%	83%	82%	82%	74%	82%	96%	85%	85%
Attorney or Escrow Officer Fees	91%	85%	94%	67%	82%	82%	74%	70%	86%	94%	85%	84%
Mortgage Discount Points Paid by Buyer	61%	60%	44%	50%	48%	51%	48%	49%	21%	63%	46%	53%
Interest on Interim or Bridge Loans	44%	43%	67%	50%	43%	44%	48%	21%	25%	29%	35%	37%

Expenses Reimbursed Employees on the Purchase of a New Home (Cont'd)

Table 27 (Cont'd)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Given Flat Amount to Cover All Expenses	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%
Other Expenses	0%	5%	0%	0%	0%	1%	4%	0%	0%	2%	0%	1%
No Expenses Reimbursed	0%	3%	6%	17%	6%	11%	0%	21%	11%	2%	12%	8%

Expenses Reimbursed Employees on the Purchase of a New Home

Table 27

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	16	36	18	16	23	6	7	17	15	62	613
Reimbursed Expenses											
Title Costs	81%	94%	100%	75%	91%	83%	100%	77%	87%	86%	86%
Mortgage Origination Fees	75%	92%	100%	81%	91%	83%	100%	94%	87%	82%	85%
Other Normal Closing Costs	75%	94%	100%	75%	83%	83%	100%	71%	87%	86%	85%
Attorney or Escrow Officer Fees	81%	94%	100%	75%	87%	83%	100%	77%	87%	84%	84%
Mortgage Discount Points Paid by Buyer	56%	61%	78%	63%	65%	50%	29%	59%	53%	55%	53%
Interest on Interim or Bridge Loans	31%	53%	22%	31%	39%	17%	29%	41%	40%	27%	37%

Expenses Reimbursed Employees on the Purchase of a New Home (Cont'd)

Table 27 (Cont'd)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Given Flat Amount to Cover All Expenses	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other Expenses	0%	3%	0%	0%	0%	0%	0%	0%	0%	0%	1%
No Expenses Reimbursed	19%	0%	0%	19%	4%	17%	0%	6%	13%	8%	8%

Expenses Reimbursed Employees on the Purchase of a New Home

Table 27

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	219	102	134	93	41	21	613
Reimbursed Expenses							
Title Costs	84%	86%	88%	87%	88%	95%	86%
Mortgage Origination Fees	79%	83%	92%	89%	88%	95%	85%
Other Normal Closing Costs	84%	82%	89%	84%	88%	95%	85%
Attorney or Escrow Officer Fees	82%	82%	88%	85%	85%	95%	84%
Mortgage Discount Points Paid by Buyer	47%	51%	55%	67%	59%	62%	53%
Interest on Interim or Bridge Loans	40%	46%	36%	28%	29%	38%	37%

Expenses Reimbursed Employees on the Purchase of a New Home (Cont'd)

Table 27 (Cont'd)

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Given Flat Amount to Cover All Expenses	0%	1%	0%	0%	0%	0%	0%
Other Expenses	0%	2%	1%	3%	0%	0%	1%
No Expenses Reimbursed	8%	11%	5%	8%	5%	5%	8%

Limits Placed on Reimbursements to Employees for Mortgage Origination Fees

Table 28

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Reimburse	20	36	15	4	45	65	25	32	24	45	21	521
No Answer; Don't Know	0	0	0	0	0	2	0	0	0	0	0	3
Total Answering	20	36	15	4	45	63	25	32	24	45	21	518
Limit												
No Limit	20%	19%	33%	0%	33%	44%	40%	13%	25%	24%	24%	27%
Reasonable; Customary	10%	0%	20%	0%	7%	2%	4%	0%	13%	0%	0%	4%
Negotiable; Varies	10%	6%	0%	0%	0%	2%	0%	0%	0%	2%	0%	2%
1 Point	15%	11%	0%	25%	7%	14%	20%	28%	17%	18%	24%	15%
2 Points	10%	33%	13%	25%	20%	13%	20%	9%	13%	22%	24%	18%
3 Points	15%	25%	27%	50%	18%	18%	4%	25%	21%	18%	5%	21%
4 Points	5%	0%	0%	0%	0%	0%	0%	6%	0%	7%	10%	3%
5 or More Points	15%	6%	0%	0%	2%	2%	0%	0%	4%	2%	14%	3%
Dollar Limits	0%	0%	0%	0%	9%	6%	8%	19%	8%	7%	0%	6%
All Other Limits	0%	0%	7%	0%	4%	0%	4%	0%	0%	0%	0%	2%

Limits Placed on Reimbursements to Employees for Mortgage Origination Fees

Table 28

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Reimburse	12	33	18	13	21	5	7	16	13	51	521
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	1	3
Total Answering	12	33	18	13	21	5	7	16	13	50	518
Limit											
No Limit	8%	30%	17%	31%	24%	0%	29%	25%	8%	30%	27%
Reasonable; Customary	0%	3%	0%	0%	5%	0%	14%	6%	15%	0%	4%
Negotiable; Varies	0%	0%	0%	8%	5%	0%	0%	6%	0%	2%	2%
1 Point	33%	21%	17%	8%	24%	20%	0%	6%	23%	4%	15%
2 Points	17%	3%	22%	23%	19%	20%	43%	6%	15%	22%	18%
3 Points	33%	36%	22%	15%	19%	40%	14%	38%	31%	22%	21%
4 Points	0%	0%	11%	0%	0%	0%	0%	0%	0%	6%	3%
5 or More Points	8%	0%	6%	0%	5%	20%	0%	0%	0%	0%	3%
Dollar Limits	0%	6%	6%	8%	0%	0%	0%	6%	8%	10%	6%
All Other Limits	0%	0%	0%	8%	0%	0%	0%	6%	0%	4%	2%

Limits Placed on Reimbursements to Employees for Mortgage Origination Fees

Table 28

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Who Reimburse	172	85	123	83	36	20	521
No Answer; Don't Know	2	1	0	0	0	0	3
Total Answering	170	84	123	83	36	20	518
Limit							
No Limit	41%	33%	25%	6%	8%	15%	27%
Reasonable; Customary	2%	6%	3%	6%	0%	10%	4%
Negotiable; Varies	4%	0%	2%	0%	3%	0%	2%
1 Point	9%	13%	14%	27%	17%	25%	15%
2 Points	13%	16%	21%	21%	28%	20%	18%
3 Points	20%	19%	20%	24%	36%	10%	21%
4 Points	1%	2%	3%	5%	0%	10%	3%
5 or More Points	1%	2%	3%	7%	6%	0%	3%
Dollar Limits	7%	7%	7%	4%	0%	10%	6%
All Other Limits	2%	1%	2%	1%	3%	0%	2%

Limits Placed on Reimbursements to Employees for Mortgage Discount Points Paid by the Buyer

Table 29

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Reimburse	14	24	8	3	26	43	13	21	6	30	12	327
No Answer; Don't Know	0	0	0	0	1	1	1	0	0	0	0	6
Total Answering	14	24	8	3	25	42	12	21	6	30	12	321
Limit												
No Limit	7%	8%	25%	33%	24%	29%	33%	19%	0%	13%	8%	17%
Reasonable; Customary	14%	0%	13%	0%	0%	0%	8%	0%	17%	0%	8%	3%
Negotiable; Varies	7%	4%	0%	0%	4%	2%	0%	0%	0%	7%	0%	3%
1 Point	14%	29%	0%	0%	12%	5%	33%	0%	0%	3%	17%	10%
2 Points	21%	21%	13%	67%	16%	21%	17%	29%	67%	23%	17%	24%
3 Points	21%	17%	25%	0%	24%	31%	0%	19%	17%	40%	17%	27%
4 Points	0%	13%	0%	0%	0%	5%	0%	5%	0%	3%	8%	4%
5 or More Points	14%	8%	13%	0%	8%	5%	8%	5%	0%	3%	25%	6%
Dollar Limits	0%	0%	0%	0%	4%	2%	0%	24%	0%	7%	0%	4%
All Other Limits	0%	0%	13%	0%	8%	0%	0%	0%	0%	0%	0%	2%

Limits Placed on Reimbursements to Employees for Mortgage Discount Points Paid by the Buyer

Table 29

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Reimburse	9	22	14	10	15	3	2	10	8	34	327
No Answer; Don't Know	0	0	1	1	0	0	0	0	0	1	6
Total Answering	9	22	13	9	15	3	2	10	8	33	327
Limit											
No Limit	0%	14%	0%	56%	27%	0%	0%	0%	0%	18%	17%
Reasonable; Customary	0%	5%	0%	0%	0%	0%	0%	0%	13%	0%	2%
Negotiable; Varies	0%	0%	0%	0%	7%	0%	50%	10%	0%	3%	3%
1 Point	33%	14%	8%	0%	0%	33%	0%	10%	13%	6%	10%
2 Points	44%	23%	23%	22%	27%	33%	50%	30%	38%	21%	24%
3 Points	22%	36%	62%	11%	40%	0%	0%	50%	38%	24%	27%
4 Points	0%	0%	0%	0%	0%	0%	0%	0%	0%	12%	4%
5 or More Points	0%	5%	8%	0%	0%	33%	0%	0%	0%	3%	6%
Dollar Limits	0%	5%	0%	0%	0%	0%	0%	0%	0%	6%	4%
All Other Limits	0%	0%	0%	11%	0%	0%	0%	0%	0%	6%	2%

Limits Placed on Reimbursements to Employees for Mortgage Discount Points Paid by the Buyer

Table 29

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Who Reimburse	103	52	73	62	24	13	327
No Answer; Don't Know	4	0	2	0	0	0	6
Total Answering	99	52	71	62	24	13	321
Limit							
No Limit	30%	14%	20%	5%	0%	8%	17%
Reasonable; Customary	1%	6%	1%	0%	4%	15%	3%
Negotiable; Varies	8%	0%	0%	2%	4%	0%	3%
1 Point	7%	10%	11%	15%	13%	8%	10%
2 Points	17%	23%	24%	34%	29%	31%	24%
3 Points	25%	23%	30%	29%	38%	23%	27%
4 Points	1%	10%	3%	3%	4%	8%	4%
5 or More Points	7%	6%	6%	7%	4%	0%	6%
Dollar Limits	1%	8%	4%	5%	0%	8%	4%
All Other Limits	2%	2%	1%	2%	4%	0%	2%

Companies Providing a Mortgage Interest Differential Allowance

Table 30

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	1	1	1	0	0	0	0	5
Total Answering	23	40	18	6	53	83	26	43	28	48	26	608
Mortgage Interest Differential Allowance												
Do Provide	74%	73%	78%	67%	70%	68%	54%	49%	71%	85%	54%	69%
Do not Provide	26%	28%	22%	33%	30%	33%	46%	51%	29%	15%	46%	31%

Companies Providing a Mortgage Interest Differential Allowance

Table 30

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	1	0	0	0	0	1	0	5
Total Answering	16	36	18	15	23	6	7	17	14	62	608
Mortgage Interest Differential Allowance											
Do Provide	63%	83%	83%	47%	74%	83%	86%	71%	79%	63%	69%
Do not Provide	38%	17%	17%	53%	26%	17%	14%	29%	21%	37%	31%

Companies Providing a Mortgage Interest Differential Allowance

Table 30

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	4	0	1	0	0	0	5
Total Answering	215	102	133	93	41	21	608
Mortgage Interest Differential Allowance							
Do Provide	60%	68%	77%	79%	66%	81%	69%
Do not Provide	41%	32%	23%	22%	34%	19%	31%

Number of Homeowners Transferred in 1987 Who Received a MIDA Payment

Table 31

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Offer	17	29	14	4	37	56	14	21	20	41	14	419
No Answer; Don't Know	2	3	1	1	6	2	3	2	0	8	4	52
Total Answering	15	26	13	3	31	54	11	19	20	33	10	367
Number of Employees												
None	27%	12%	46%	33%	16%	20%	27%	42%	20%	6%	0%	25%
Less Than 10	27%	54%	23%	67%	48%	52%	55%	32%	30%	46%	70%	41%
10 - 19	13%	12%	8%	0%	16%	15%	0%	5%	10%	18%	10%	14%
20 - 49	13%	19%	23%	0%	10%	7%	9%	11%	25%	24%	10%	13%
50 - 99	13%	4%	0%	0%	10%	4%	9%	5%	0%	3%	0%	4%
100 - 199	7%	0%	0%	0%	0%	2%	0%	5%	5%	0%	0%	2%
200 or Over	0%	0%	0%	0%	0%	0%	0%	0%	10%	3%	10%	1%
Average # Employees	22	11	7	3	12	10	9	19	55	37	38	17
Average % of Transferred Homeowners	25.4	17.3	17.5	29.3	27.1	21.7	11.9	12.3	17.2	22.4	31.6	18.9

Number of Homeowners Transferred in 1987 Who Received a MIDA Payment

Table 31

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Offer	10	30	15	7	17	5	6	12	11	39	419
No Answer; Don't Know	2	4	1	1	0	0	0	2	3	7	52
Total Answering	8	26	14	6	17	5	6	10	8	32	367
Number of Employees											
None	38%	35%	14%	33%	41%	40%	17%	20%	13%	47%	25%
Less Than 10	25%	23%	50%	33%	35%	20%	33%	70%	38%	31%	41%
10 - 19	0%	19%	14%	33%	6%	20%	33%	10%	50%	13%	14%
20 - 49	25%	8%	14%	0%	18%	20%	17%	0%	0%	3%	13%
50 - 99	13%	8%	7%	0%	0%	0%	0%	0%	0%	3%	4%
100 - 199	0%	4%	0%	0%	0%	0%	0%	0%	0%	3%	2%
200 or Over	0%	4%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Average # Employees	16	21	12	5	8	7	9	3	8	11	17
Average % of Trans-ferred Homeowners	22.4	21.8	11.8	25.3	10.8	12.2	21.7	19.4	16.1	8.6	18.9

Number of Homeowners Transferred in 1987 Who Received a MIDA Payment

Table 31

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Who Offer	128	69	102	73	27	17	419
No Answer; Don't Know	7	6	12	11	6	9	52
Total Answering	121	63	90	62	21	8	367
Number of Employees							
None	41%	25%	14%	13%	14%	0%	25%
Less Than 10	50%	49%	40%	31%	10%	38%	41%
10 - 19	7%	13%	23%	18%	10%	0%	14%
20 - 49	1%	13%	17%	21%	33%	25%	13%
50 - 99	1%	0%	6%	13%	10%	0%	4%
100 - 199	0%	0%	0%	5%	10%	13%	2%
200 or Over	0%	0%	0%	0%	14%	25%	1%
Average # Employees	3	7	12	24	63	204	17
Average % of Transferred Homeowners	22.1	18.2	17.2	16.8	18.1	16.0	18.9

Companies Providing a National Mortgage Program for New Home Purchases

Table 32

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	1	0	0	0	1	1	0	1	0	1	0	7
Total Answering	22	40	18	6	53	83	27	42	28	47	26	606
Mortgage Buydowns												
Do Provide	9%	10%	6%	0%	6%	7%	7%	7%	7%	6%	0%	7%
Do not Provide	91%	90%	94%	100%	94%	93%	93%	93%	93%	94%	100%	93%

Companies Providing a National Mortgage Program for New Home Purchases

Table 32

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	1	1	0	0	0	0	0	7
Total Answering	16	36	18	15	22	6	7	17	15	62	606
Mortgage Buydowns											
Do Provide	13%	11%	22%	0%	9%	0%	0%	6%	7%	5%	7%
Do not Provide	88%	89%	78%	100%	91%	100%	100%	94%	93%	95%	93%

Companies Providing a National Mortgage Program for New Home Purchases

Table 32

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	4	0	1	2	0	0	7
Total Answering	215	102	133	91	41	21	606
Mortgage Buydowns							
Do Provide	7%	4%	3%	12%	15%	19%	7%
Do not Provide	94%	96%	97%	88%	85%	81%	93%

Number of Homeowners Transferred in 1987 Who Utilized the Mortgage Program

Table 33

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Offer	2	4	1	0	3	6	2	3	2	3	0	43
No Answer; Don't Know	0	0	0	0	0	1	1	0	0	0	0	3
Total Answering	2	4	1	0	3	5	1	3	2	3	0	40
Number of Employees												
None	0%	0%	0%	0%	0%	40%	0%	67%	50%	0%	0%	30%
Less Than 10	0%	25%	100%	0%	100%	40%	0%	33%	0%	33%	0%	30%
10 - 19	0%	25%	0%	0%	0%	0%	0%	0%	0%	33%	0%	5%
20 - 49	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%
50 - 99	0%	25%	0%	0%	0%	20%	0%	0%	0%	0%	0%	13%
100 - 199	50%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	8%
200 or Over	50%	25%	0%	0%	0%	0%	0%	0%	50%	33%	0%	13%
Average # Employees	296	73	2	NA	4	17	110	1	108	104	NA	63
Average % of trans-ferred Homeowners	91.5	47.2	17.0	NA	33.3	24.0	55.0	2.0	50.0	33.0	NA	33.2

Number of Homeowners Transferred in 1987 Who Utilized the Mortgage Program

Table 33

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Offer	2	4	4	0	2	0	0	1	1	3	43
No Answer; Don't Know	0	1	0	0	0	0	0	0	0	0	3
Total Answering	2	3	4	0	2	0	0	1	1	3	40
Number of Employees											
None	100%	100%	0%	0%	50%	0%	0%	0%	0%	33%	30%
Less Than 10	0%	0%	0%	0%	0%	0%	0%	100%	100%	33%	30%
10 - 19	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5%
20 - 49	0%	0%	25%	0%	0%	0%	0%	0%	0%	0%	3%
50 - 99	0%	0%	25%	0%	50%	0%	0%	0%	0%	33%	13%
100 - 199	0%	0%	25%	0%	0%	0%	0%	0%	0%	0%	8%
200 or Over	0%	0%	25%	0%	0%	0%	0%	0%	0%	0%	13%
Average # Employees	0	0	190	NA	32	NA	NA	5	1	21	63
Average % of Trans-ferred Homeowners	0.0	0.0	85.5	NA	29.0	NA	NA	25.0	2.0	11.0	33.2

Number of Homeowners Transferred in 1987 Who Utilized the Mortgage Program

Table 33

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Who Offer	14	4	4	11	6	4	43
No Answer; Don't Know	0	0	1	0	1	1	3
Total Answering	14	4	3	11	5	3	40
Number of Employees							
None	29%	25%	67%	18%	40%	33%	30%
Less Than 10	57%	50%	33%	9%	0%	0%	30%
10 - 19	14%	0%	0%	0%	0%	0%	5%
20 - 49	0%	25%	0%	0%	0%	0%	3%
50 - 99	0%	0%	0%	27%	40%	0%	13%
100 - 199	0%	0%	0%	27%	0%	0%	8%
200 or Over	0%	0%	0%	18%	20%	67%	13%
Average # Employees	3	10	1	97	110	267	63
Average % of Transferred Homeowners	25.1	23.5	2.0	56.3	26.6	41.3	33.2

New Hire Policy

Company Provides Relocation Assistance to New Professional Hires	Table 34
Expenses Reimbursed to New Professional Hires	Table 35
Company Provides Relocation Assistance to New College Graduate Hires	Table 36
Expenses Reimbursed to New College Graduate Hires	Table 37

Company Provides Relocation Assistance to New Professional Hires

Table 34

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	1	1
Total Answering	23	40	18	6	54	84	27	43	28	48	25	612
Assistance To New Professional Hires												
Do Provide Assistance	78%	73%	83%	67%	67%	71%	78%	56%	61%	77%	76%	71%
Negotiable; Depends on Individual	13%	13%	17%	17%	30%	23%	15%	28%	32%	15%	20%	21%
Do not Provide Assistance	9%	15%	0%	17%	4%	6%	7%	16%	7%	8%	4%	8%

Company Provides Relocation Assistance to New Professional Hires

Table 34

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	1
Total Answering	16	36	18	16	23	6	7	17	15	62	612
Assistance To New Professional Hires											
Do Provide Assistance	75%	78%	72%	88%	70%	100%	71%	47%	80%	66%	71%
Negotiable; Depends on Individual	25%	17%	28%	13%	26%	0%	29%	35%	7%	23%	21%
Do not Provide Assistance	0%	6%	0%	0%	4%	0%	0%	18%	13%	11%	8%

Company Provides Relocation Assistance to New Professional Hires

Table 34

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	0	0	0	0	1	0	1
Total Answering	219	102	134	93	40	21	612
Assistance To New Professional Hires							
Do Provide Assistance	69%	74%	72%	74%	65%	62%	71%
Negotiable; Depends on Individual	20%	21%	21%	24%	23%	29%	21%
Do not Provide Assistance	11%	6%	7%	2%	13%	10%	8%

Expenses Reimbursed to New Professional Hires

Table 35

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Providing Assistance	18	29	15	4	36	60	21	24	17	37	19	435
No Answer; Don't Know	0	0	0	0	1	0	0	1	0	0	0	2
Total Answering	18	29	15	4	35	60	21	23	17	37	19	433
Reimbursed Expenses												
Shipment of Household Goods	94%	100%	100%	75%	97%	97%	100%	96%	100%	92%	100%	96%
Transportation of Family to the New Location	94%	93%	100%	100%	97%	93%	81%	96%	100%	92%	100%	94%
One or More Househunting Trips	100%	100%	100%	75%	94%	92%	100%	96%	88%	89%	79%	92%
Temporary Living at New Location With or Without Family	94%	97%	100%	100%	94%	90%	86%	87%	88%	87%	95%	91%
Some or All of the Home Sale Expense	78%	76%	67%	75%	63%	80%	62%	65%	59%	60%	84%	67%
Some or All of the Closing Costs on a New Home	83%	83%	67%	75%	63%	65%	76%	52%	65%	54%	79%	67%

Expenses Reimbursed to New Professional Hires (Cont'd)

Table 35 (Cont'd)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Cost of Disposing of Apartment, If Renter	72%	72%	67%	75%	54%	65%	67%	74%	59%	57%	63%	64%
Miscellaneous Moving Allowance	67%	62%	47%	100%	54%	73%	62%	61%	65%	57%	79%	61%
Tax Gross-Up on Moving Expenses	61%	79%	53%	75%	60%	57%	62%	35%	65%	60%	53%	57%

Expenses Reimbursed to New Professional Hires

Table 35

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Providing Assistance	12	28	13	14	16	6	5	8	12	41	435
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	2
Total Answering	12	28	13	14	16	6	5	8	12	41	433
Reimbursed Expenses											
Shipment of Household Goods	92%	93%	92%	100%	94%	100%	100%	100%	92%	98%	96%
Transportation of Family to the New Location	92%	93%	92%	93%	94%	100%	80%	88%	100%	98%	94%
One or More Househunting Trips	92%	93%	85%	86%	100%	100%	80%	88%	100%	81%	92%
Temporary Living at New Location With or Without Family	92%	86%	85%	100%	94%	100%	80%	75%	100%	93%	91%
Some or All of the Home Sale Expense	33%	71%	54%	93%	56%	83%	80%	38%	75%	56%	67%
Some or All of the Closing Costs on a New Home	33%	86%	69%	71%	69%	67%	60%	25%	67%	63%	67%

Expenses Reimbursed to New Professional Hires (Cont'd)

Table 35 (Cont'd)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Cost of Disposing of Apartment, If Renter	33%	79%	62%	71%	63%	67%	60%	50%	75%	56%	64%
Miscellaneous Moving Allowance	67%	61%	46%	57%	56%	100%	0%	13%	50%	59%	61%
Tax Gross-Up on Moving Expenses	33%	68%	69%	43%	63%	50%	40%	25%	67%	51%	57%

Expenses Reimbursed to New Professional Hires

Table 35

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Providing Assistance	152	75	97	69	26	13	435
No Answer; Don't Know	2	0	0	0	0	0	2
Total Answering	150	75	97	69	26	13	433
Reimbursed Expenses							
Shipment of Household Goods	94%	96%	97%	99%	100%	100%	96%
Transportation of Family to the New Location	93%	92%	96%	96%	100%	92%	94%
One or More Househunting Trips	89%	91%	92%	99%	92%	92%	92%
Temporary Living at New Location With or Without Family	88%	91%	93%	94%	96%	92%	91%
Some or All of the Home Sale Expense	71%	63%	68%	68%	54%	77%	67%
Some or All of the Closing Costs on a New Home	69%	65%	66%	64%	65%	77%	67%

Expenses Reimbursed to New Professional Hires (Cont'd)

Table 35 (Cont'd)

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Cost of Disposing of Apartment, If Renter	65%	61%	61%	70%	58%	77%	64%
Miscellaneous Moving Allowance	60%	64%	65%	52%	58%	69%	61%
Tax Gross-Up on Moving Expenses	49%	60%	70%	55%	54%	69%	57%

Company Provides Relocation Assistance to New College Graduate Hires

Table 36

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	23	40	18	6	54	84	27	43	28	48	26	613
Assistance To New College Graduate Hires												
Do Provide Assistance	57%	45%	67%	33%	50%	37%	41%	37%	50%	69%	46%	51%
Negotiable; Depends on Individual	17%	13%	6%	17%	28%	25%	22%	19%	25%	19%	23%	20%
Do not Provide Assistance	22%	40%	28%	50%	20%	37%	37%	40%	25%	13%	31%	27%
Don't Hire or Transfer New College Graduates	4%	3%	0%	0%	2%	1%	0%	5%	0%	0%	0%	2%

Company Provides Relocation Assistance to New College Graduate Hires

Table 36

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	16	36	18	16	23	6	7	17	15	62	613
Assistance To New College Graduate Hires											
Do Provide Assistance	63%	64%	61%	81%	61%	67%	71%	29%	53%	45%	51%
Negotiable; Depends on Individual	25%	14%	17%	6%	17%	33%	14%	29%	13%	24%	20%
Do not Provide Assistance	13%	22%	17%	13%	22%	0%	14%	41%	27%	26%	27%
Don't Hire or Transfer New College Graduates	0%	0%	6%	0%	0%	0%	0%	0%	7%	5%	2%

Company Provides Relocation Assistance to New College Graduate Hires

Table 36

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	219	102	134	93	41	21	613
Assistance To New College Graduate Hires							
Do Provide Assistance	43%	48%	56%	58%	56%	52%	51%
Negotiable; Depends on Individual	21%	24%	18%	20%	20%	24%	20%
Do not Provide Assistance	33%	26%	25%	22%	24%	24%	27%
Don't Hire or Transfer New College Graduates	3%	3%	2%	0%	0%	0%	2%

Expenses Reimbursed to New College Graduate Hires

Table 37

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Providing Assistance	13	18	12	2	27	31	11	16	14	33	12	310
No Answer; Don't Know	0	0	0	0	0	1	0	0	0	1	0	3
Total Answering	13	18	12	2	27	30	11	16	14	32	12	307
Reimbursed Expenses												
Shipment of Household Goods	92%	100%	100%	100%	96%	90%	100%	88%	100%	94%	100%	95%
Transportation of Family to the New Location	85%	94%	100%	100%	85%	93%	82%	75%	93%	91%	100%	90%
Temporary Living at New Location With or Without Family	77%	94%	100%	100%	89%	70%	73%	75%	93%	81%	83%	85%
One or More Househunting Trips	54%	89%	100%	50%	82%	70%	91%	69%	79%	72%	67%	78%
Tax Gross-Up on Moving Expenses	31%	72%	42%	50%	52%	40%	73%	25%	64%	53%	42%	49%
Cost of Disposing of Apartment, If Renter	15%	67%	58%	50%	37%	30%	55%	56%	64%	34%	67%	47%

Expenses Reimbursed to New College Graduate Hires (Cont'd)

Table 37 (Cont'd)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Miscellaneous Moving Allowance	39%	39%	33%	50%	44%	50%	46%	56%	79%	41%	50%	47%
Some or All of the Closing Costs on a New Home	39%	50%	67%	50%	48%	27%	46%	50%	57%	19%	58%	40%
Some or All of the Home Sale Expense	23%	50%	33%	50%	33%	33%	36%	38%	43%	13%	50%	35%

Expenses Reimbursed to New College Graduate Hires

Table 37

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Providing Assistance	10	23	11	13	14	4	5	5	8	28	310
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	1	3
Total Answering	10	23	11	13	14	4	5	5	8	27	307
Reimbursed Expenses											
Shipment of Household Goods	100%	96%	100%	100%	100%	100%	100%	80%	88%	93%	95%
Transportation of Family to the New Location	100%	78%	91%	92%	100%	100%	80%	80%	100%	89%	90%
Temporary Living at New Location With or Without Family	80%	78%	82%	100%	100%	75%	100%	60%	100%	89%	85%
One or More Househunting Trips	80%	70%	91%	77%	93%	100%	60%	60%	100%	85%	78%
Tax Gross-Up on Moving Expenses	20%	57%	82%	39%	71%	25%	40%	0%	63%	37%	49%
Cost of Disposing of Apartment, If Renter	40%	52%	46%	54%	50%	50%	40%	20%	50%	59%	47%

Expenses Reimbursed to New College Graduate Hires (Cont'd)

Table 37 (Cont'd)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Miscellaneous Moving Allowance	60%	48%	46%	54%	50%	100%	0%	0%	25%	56%	47%
Some or All of the Closing Costs on a New Home	10%	44%	36%	46%	43%	50%	40%	0%	50%	41%	40%
Some or All of the Home Sale Expense	10%	26%	36%	54%	36%	50%	60%	0%	50%	44%	35%

Expenses Reimbursed to New College Graduate Hires

Table 37

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Providing Assistance	95	49	75	54	23	11	310
No Answer; Don't Know	0	0	1	1	0	1	3
Total Answering	95	49	74	53	23	10	307
Reimbursed Expenses							
Shipment of Household Goods	94%	96%	95%	98%	96%	100%	95%
Transportation of Family to the New Location	91%	94%	88%	85%	91%	100%	90%
Temporary Living at New Location With or Without Family	83%	86%	84%	87%	87%	80%	85%
One or More Househunting Trips	81%	86%	70%	83%	61%	80%	78%
Tax Gross-Up on Moving Expenses	41%	51%	57%	53%	39%	60%	49%
Cost of Disposing of Apartment, If Renter	54%	45%	46%	45%	35%	50%	47%

Expenses Reimbursed to New College Graduate Hires (Cont'd)

Table 37 (Cont'd)

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Miscellaneous Moving Allowance	47%	51%	47%	42%	39%	80%	47%
Some or All of the Closing Costs on a New Home	48%	39%	42%	32%	22%	60%	40%
Some or All of the Home Sale Expense	42%	33%	35%	32%	13%	40%	35%

Additional Reimbursements

Companies having Difficulties with Employees Accepting Transfers into High Cost Areas	Table 38
Companies Offering a Cost-of-Living Differential Allowance	Table 39
Companies which Offer Job Finding Assistance to Working Spouses of Transferred Employees	Table 40
Type of Assistance Offered to Working Spouses of Transferred Employees	Table 41
Companies Providing an Incidental Relocation Expense Reimbursement	Table 42
Incidental Expense Reimbursements to Homeowners	Table 43
Incidental Expense Reimbursements to Renters	Table 44

Companies having Difficulties with Employees Accepting Transfers into High Cost Areas

Table 38

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	3	0	0	3	3	2	1	2	0	0	21
Total Answering	23	37	18	6	51	81	25	42	26	48	26	592
Difficulties												
Have Had Difficulties	22%	41%	33%	0%	53%	28%	32%	43%	31%	38%	54%	41%
Have not Had Difficulties	78%	60%	67%	100%	47%	72%	68%	57%	69%	63%	46%	59%

Companies having Difficulties with Employees Accepting Transfers into High Cost Areas

Table 38

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	1	0	0	3	1	0	1	0	1	21
Total Answering	16	35	18	16	20	5	7	16	15	61	592
Difficulties											
Have Had Difficulties	38%	60%	44%	56%	55%	60%	57%	44%	33%	41%	41%
Have not Had Difficulties	63%	40%	56%	44%	45%	40%	43%	56%	67%	59%	59%

Companies having Difficulties with Employees Accepting Transfers into High Cost Areas

Table 38

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	6	4	5	4	2	0	21
Total Answering	213	98	129	89	39	21	592
Difficulties							
Have Had Difficulties	30%	43%	46%	52%	41%	62%	41%
Have not Had Difficulties	70%	57%	54%	48%	59%	38%	59%

Companies Offering a Cost-of-Living Differential Allowance

Table 39

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	0	4	0	1	0	2	0	12
Total Answering	23	40	18	6	54	80	27	42	28	46	26	601
Cost of Living Differential Allowance												
Do Offer	35%	35%	22%	33%	22%	26%	19%	31%	21%	30%	27%	29%
Do not Offer	65%	65%	78%	67%	78%	74%	82%	69%	79%	70%	73%	71%

Companies Offering a Cost-of-Living Differential Allowance

Table 39

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	1	0	0	0	2	0	0	0	0	2	12
Total Answering	15	36	18	16	21	6	7	17	15	60	601
Cost of Living Differential Allowance											
Do Offer	27%	42%	28%	19%	24%	50%	29%	41%	13%	40%	29%
Do not Offer	73%	58%	72%	81%	76%	50%	71%	59%	87%	60%	71%

Companies Offering a Cost-of-Living Differential Allowance

Table 39

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	4	2	4	1	1	0	12
Total Answering	215	100	130	92	40	21	601
Cost of Living Differential Allowance							
Do Offer	21%	25%	27%	46%	43%	43%	29%
Do not Offer	79%	75%	73%	54%	58%	57%	71%

Companies which Offer Job Finding Assistance to Working Spouses of Transferred Employees

Table 40

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	0	0	0	1	0	1	0	2
Total Answering	23	40	18	6	54	84	27	42	28	47	26	611
Job Finding Assistance for Working Spouses												
Do Offer Assistance	35%	28%	22%	17%	20%	36%	26%	26%	14%	34%	23%	27%
Do not Offer Assis-tance	65%	73%	78%	83%	80%	64%	74%	74%	86%	66%	77%	73%

Companies which Offer Job Finding Assistance to Working Spouses of Transferred Employees

Table 40

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	2
Total Answering	16	36	18	16	23	6	7	17	15	62	611
Job Finding Assistance for Working Spouses											
Do Offer Assistance	50%	33%	39%	13%	30%	17%	14%	12%	27%	16%	27%
Do not Offer Assis-tance	50%	67%	61%	88%	70%	83%	86%	88%	73%	84%	73%

Companies which Offer Job Finding Assistance to Working Spouses of Transferred Employees

Table 40

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	1	0	0	0	0	1	2
Total Answering	218	102	134	93	41	20	611
Job Finding Assistance for Working Spouses							
Do Offer Assistance	24%	21%	27%	31%	29%	50%	27%
Do not Offer Assistance	76%	79%	73%	69%	71%	50%	73%

Type of Assistance Offered to Working Spouses of Transferred Employees

Table 41

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Assist Working Spouses	8	11	4	1	11	30	7	11	4	16	6	163
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	8	11	4	1	11	30	7	11	4	16	6	163
Company Assistance												
Informal Counseling Sessions	50%	46%	50%	100%	36%	53%	57%	46%	75%	56%	33%	50%
Try to Find Them Job Within Company	13%	46%	0%	0%	64%	43%	71%	46%	25%	50%	33%	43%
Try to Find Them Job with Other Companies/ Suppliers	38%	55%	25%	0%	73%	63%	71%	64%	50%	69%	67%	57%
Refer Spouse to Employment Agency	50%	36%	25%	100%	36%	50%	71%	27%	100%	31%	33%	43%
Help Prepare Resumes	25%	55%	25%	0%	55%	33%	57%	36%	100%	50%	67%	47%
Pay for Formal Counseling on How to Find a Job	38%	27%	50%	100%	9%	23%	0%	27%	50%	31%	33%	30%

Type of Assistance Offered to Working Spouses of Transferred Employees (Cont'd)

Table 41 (Cont'd)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Pay Fees to Employment Agencies for Finding Job	25%	36%	25%	0%	0%	10%	0%	0%	25%	19%	0%	13%
Reimburse for Extra Job Finding Trip to Seek Employment	13%	9%	0%	0%	9%	13%	0%	0%	75%	31%	33%	15%
Pay for Resume Preparation	13%	36%	50%	0%	18%	30%	14%	18%	50%	38%	33%	30%
Other Types of Assistance	0%	0%	25%	0%	0%	3%	0%	0%	0%	6%	0%	3%
No Formal Plan for Spouse Assistance	25%	18%	50%	0%	27%	20%	14%	36%	0%	6%	33%	22%

Type of Assistance Offered to Working Spouses of Transferred Employees

Table 41

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Assist Working Spouses	8	12	7	2	7	1	1	2	4	10	163
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	8	12	7	2	7	1	1	2	4	10	163
Company Assistance											
Informal Counseling Sessions	50%	42%	86%	50%	14%	0%	0%	0%	50%	70%	50%
Try to Find Them Job Within Company	38%	50%	57%	0%	43%	0%	0%	50%	50%	40%	43%
Try to Find Them Job with Other Companies/ Suppliers	50%	50%	71%	50%	57%	100%	0%	0%	50%	40%	57%
Refer Spouse to Employment Agency	25%	50%	57%	0%	43%	0%	100%	50%	0%	50%	43%
Help Prepare Resumes	50%	50%	71%	50%	43%	0%	100%	0%	50%	50%	47%
Pay for Formal Counseling on How to Find a Job	25%	50%	86%	0%	29%	0%	100%	0%	0%	30%	30%

Type of Assistance Offered to Working Spouses of Transferred Employees (Cont'd)

Table 41 (Cont'd)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Pay Fees to Employment Agencies for Finding Job	13%	33%	29%	0%	0%	0%	0%	0%	0%	0%	13%
Reimburse for Extra Job Finding Trip to Seek Employment	25%	8%	29%	50%	14%	0%	0%	0%	0%	10%	15%
Pay for Resume Preparation	25%	58%	43%	0%	29%	0%	100%	0%	25%	20%	30%
Other Types of Assistance	0%	8%	0%	0%	0%	0%	0%	0%	0%	0%	3%
No Formal Plan for Spouse Assistance	38%	25%	0%	50%	29%	0%	0%	50%	25%	20%	22%

Type of Assistance Offered to Working Spouses of Transferred Employees

Table 41

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Who Assist Working Spouses	53	21	36	29	12	10	163
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	53	21	36	29	12	10	163
Company Assistance							
Informal Counseling Sessions	55%	57%	47%	35%	42%	60%	50%
Try to Find Them Job Within Company	32%	57%	47%	41%	50%	50%	43%
Try to Find Them Job with Other Companies/ Suppliers	57%	67%	53%	59%	58%	50%	57%
Refer Spouse to Employment Agency	42%	48%	36%	45%	50%	50%	43%
Help Prepare Resumes	40%	57%	50%	41%	67%	40%	47%
Pay for Formal Counseling on How to Find a Job	11%	29%	33%	38%	50%	80%	30%

Type of Assistance Offered to Working Spouses of Transferred Employees (Cont'd)

Table 41 (Cont'd)

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Pay Fees to Employment Agencies for Finding Job	4%	5%	14%	21%	25%	40%	13%
Reimburse for Extra Job Finding Trip to Seek Employment	8%	19%	19%	17%	25%	20%	15%
Pay for Resume Preparation	9%	38%	36%	35%	58%	60%	30%
Other Types of Assistance	0%	0%	3%	3%	0%	20%	3%
No Formal Plan for Spouse Assistance	32%	24%	25%	10%	17%	0%	22%

Companies Providing an Incidental Relocation Expense Reimbursement

Table 42

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	0	0	0	1	0	0	0	1
Total Answering	23	40	18	6	54	84	27	42	28	48	26	612
Incidental Relocation Expense Reimbursement												
Provide Base Allowance	78%	63%	39%	33%	72%	61%	67%	62%	68%	75%	58%	65%
Reimburse for Itemized Expenses	17%	33%	22%	33%	7%	19%	19%	14%	14%	6%	27%	17%
None Provided	4%	5%	39%	33%	20%	20%	15%	24%	18%	19%	15%	18%

Companies Providing an Incidental Relocation Expense Reimbursement

Table 42

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	1
Total Answering	16	36	18	16	23	6	7	17	15	62	612
Incidental Relocation Expense Reimbursement											
Provide Base Allowance	63%	78%	72%	69%	65%	67%	29%	53%	67%	63%	65%
Reimburse for Itemized Expenses	19%	11%	17%	19%	9%	17%	43%	29%	7%	19%	17%
None Provided	19%	11%	11%	13%	26%	17%	29%	18%	27%	18%	18%

Companies Providing an Incidental Relocation Expense Reimbursement

Table 42

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	1	0	0	0	0	0	1
Total Answering	218	102	134	93	41	21	612
Incidental Relocation Expense Reimbursement							
Provide Base Allowance	55%	69%	63%	76%	76%	86%	65%
Reimburse for Itemized Expenses	23%	17%	16%	11%	15%	10%	17%
None Provided	23%	15%	22%	13%	10%	5%	18%

Incidental Expense Reimbursements to Homeowners

Table 43

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Providing Base Allowance	18	25	7	2	39	51	18	26	19	36	15	397
No Answer; Don't Know	1	0	0	0	0	1	0	0	0	0	0	4
Total Answering	17	25	7	2	39	50	18	26	19	36	15	393
Amount of Allowance for Homeowners												
Dollar Allowance Of:	18%	16%	14%	0%	15%	18%	17%	15%	37%	14%	40%	21%
Less Than $250	0%	0%	0%	0%	0%	0%	0%	0%	5%	0%	0%	1%
$250 - $499	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%	0%	1%
$500 - $999	0%	8%	14%	0%	0%	0%	0%	8%	11%	0%	20%	3%
$1,000 - $1,499	12%	0%	0%	0%	3%	10%	11%	0%	11%	3%	20%	6%
$1,500 - $1,999	0%	4%	0%	0%	5%	2%	0%	0%	0%	0%	0%	2%
$2,000 - $2,499	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
$2,500 or Over	6%	4%	0%	0%	8%	6%	6%	8%	11%	8%	0%	7%

Incidental Expense Reimbursements to Homeowners (Cont'd)

Table 43 (Cont'd)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Salary Allowance Of:	82%	84%	86%	100%	85%	80%	83%	73%	58%	83%	60%	76%
Less Than 2 Weeks' Salary	0%	0%	0%	0%	0%	2%	0%	4%	0%	6%	0%	1%
2 Weeks' - Less Than 1 Month's Salary	12%	20%	0%	50%	23%	22%	28%	23%	0%	14%	7%	19%
1 Month's Salary	53%	56%	86%	50%	49%	36%	39%	42%	53%	47%	53%	47%
More Than 1 Month's Salary	18%	8%	0%	0%	13%	20%	17%	4%	5%	17%	0%	10%
Other Allowances	0%	0%	0%	0%	0%	2%	0%	12%	5%	0%	0%	1%
Negotiable	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%	0%	1%

Incidental Expense Reimbursements to Homeowners

Table 43

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Providing Base Allowance	10	28	13	11	15	4	2	9	10	39	397
No Answer; Don't Know	0	0	0	1	0	0	0	0	0	1	4
Total Answering	10	28	13	10	15	4	2	9	10	38	393
Amount of Allowance for Homeowners											
Dollar Allowance Of:	30%	25%	15%	40%	20%	0%	0%	22%	20%	32%	21%
Less Than $250	10%	0%	0%	0%	0%	0%	0%	0%	10%	0%	1%
$250 - $499	0%	0%	0%	10%	0%	0%	0%	0%	0%	0%	1%
$500 - $999	0%	0%	0%	20%	7%	0%	0%	0%	0%	0%	3%
$1,000 - $1,499	10%	4%	8%	0%	7%	0%	0%	0%	0%	11%	6%
$1,500 - $1,999	0%	4%	8%	10%	0%	0%	0%	11%	0%	0%	2%
$2,000 - $2,499	0%	7%	0%	0%	0%	0%	0%	0%	0%	5%	1%
$2,500 or Over	10%	11%	0%	0%	7%	0%	0%	11%	10%	16%	7%

Table 43 (Cont'd)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Salary Allowance Of:	70%	75%	85%	50%	80%	100%	100%	78%	70%	63%	76%
Less Than 2 Weeks' Salary	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%	1%
2 Weeks' - Less Than 1 Month's Salary	10%	7%	23%	20%	20%	75%	0%	22%	20%	26%	19%
1 Month's Salary	60%	61%	62%	10%	47%	25%	100%	44%	50%	32%	47%
More Than 1 Month's Salary	0%	7%	0%	20%	13%	0%	0%	11%	0%	3%	10%
Other Allowances	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Negotiable	0%	0%	0%	10%	0%	0%	0%	0%	10%	5%	1%

Incidental Expense Reimbursements to Homeowners

Table 43

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Providing Base Allowance	120	70	84	71	31	18	397
No Answer; Don't Know	1	1	1	0	0	1	4
Total Answering	119	69	83	71	31	17	393
Amount of Allowance for Homeowners							
Dollar Allowance Of:	24%	22%	17%	21%	16%	24%	21%
Less Than $250	0%	1%	1%	0%	0%	6%	1%
$250 - $499	1%	0%	0%	1%	0%	0%	1%
$500 - $999	3%	7%	2%	1%	0%	6%	3%
$1,000 - $1,499	12%	6%	1%	4%	7%	0%	6%
$1,500 - $1,999	2%	3%	4%	1%	0%	0%	2%
$2,000 - $2,499	1%	0%	1%	1%	3%	0%	1%
$2,500 or Over	6%	4%	7%	11%	7%	12%	7%

Incidental Expense Reimbursements to Homeowners (Cont'd)

Table 43 (Cont'd)

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Salary Allowance Of:	71%	78%	80%	79%	81%	71%	76%
Less Than 2 Weeks' Salary	0%	3%	4%	0%	0%	0%	1%
2 Weeks' - Less Than 1 Month's Salary	24%	15%	29%	11%	3%	12%	19%
1 Month's Salary	40%	52%	40%	58%	61%	29%	47%
More Than 1 Month's Salary	8%	9%	7%	10%	16%	29%	10%
Other Allowances	3%	0%	2%	0%	0%	0%	1%
Negotiable	2%	0%	1%	0%	3%	6%	1%

Incidental Expense Reimbursements to Renters

Table 44

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Providing Base Allowances	18	25	7	2	39	51	18	26	19	36	15	397
No Answer; Don't Know	1	0	0	0	0	1	0	0	0	0	0	4
Total Answering	17	25	7	2	39	50	18	26	19	36	15	393
Amount of Allowance for Renters												
Dollar Allowance Of:	18%	16%	0%	0%	15%	16%	17%	19%	42%	14%	33%	22%
Less Than $250	0%	0%	0%	0%	0%	0%	0%	0%	5%	0%	0%	1%
$250 - $499	0%	0%	0%	0%	0%	0%	0%	0%	5%	3%	0%	1%
$500 - $999	0%	12%	0%	0%	0%	4%	6%	12%	11%	3%	13%	5%
$1,000 - $1,499	12%	0%	0%	0%	5%	6%	6%	4%	16%	6%	20%	7%
$1,500 - $1,999	0%	0%	0%	0%	5%	2%	0%	0%	5%	0%	0%	2%
$2,000 - $2,499	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
$2,500 or Over	6%	4%	0%	0%	5%	4%	6%	4%	0%	3%	0%	4%

Incidental Expense Reimbursements to Renters (Cont'd)

Table 44 (Cont'd)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Salary Allowance Of:	82%	84%	86%	100%	82%	80%	83%	69%	53%	78%	60%	73%
Less Than 2 Weeks' Salary	0%	0%	0%	0%	0%	2%	6%	4%	0%	6%	0%	2%
2 Weeks' - Less Than 1 Month's Salary	18%	36%	14%	50%	31%	34%	39%	31%	16%	19%	7%	25%
1 Month's Salary	47%	40%	71%	50%	39%	30%	28%	31%	32%	44%	53%	38%
More Than 1 Month's Salary	18%	8%	0%	0%	13%	14%	11%	4%	5%	8%	0%	8%
Other Allowances	0%	0%	0%	0%	0%	2%	0%	12%	5%	0%	0%	1%
Negotiable	0%	0%	0%	0%	3%	0%	0%	0%	0%	3%	0%	2%
No Allowance Given Renters	0%	0%	14%	0%	0%	2%	0%	0%	0%	6%	7%	2%

Incidental Expense Reimbursements to Renters

Table 44

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Providing Base Allowances	10	28	13	11	15	4	2	9	10	39	397
No Answer; Don't Know	0	0	0	1	0	0	0	0	0	1	4
Total Answering	10	28	13	10	15	4	2	9	10	38	393
Amount of Allowance for Renters											
Dollar Allowance Of:	40%	29%	23%	40%	20%	0%	0%	33%	20%	34%	22%
Less Than $250	10%	0%	0%	0%	0%	0%	0%	0%	10%	0%	1%
$250 - $499	10%	0%	0%	10%	7%	0%	0%	0%	0%	0%	1%
$500 - $999	10%	4%	8%	20%	0%	0%	0%	0%	0%	5%	5%
$1,000 - $1,499	0%	7%	15%	0%	7%	0%	0%	11%	10%	13%	7%
$1,500 - $1,999	0%	4%	0%	10%	7%	0%	0%	11%	0%	0%	2%
$2,000 - $2,499	0%	7%	0%	0%	0%	0%	0%	0%	0%	5%	1%
$2,500 or Over	10%	7%	0%	0%	0%	0%	0%	11%	0%	11%	4%

Incidental Expense Reimbursements to Renters (Cont'd)

Table 44 (Cont'd)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Salary Allowance Of:	60%	71%	77%	50%	73%	75%	100%	67%	70%	55%	73%
Less Than 2 Weeks' Salary	0%	0%	0%	10%	7%	0%	0%	0%	0%	0%	2%
2 Weeks' - Less Than 1 Month's Salary	10%	14%	31%	30%	20%	50%	50%	22%	20%	24%	25%
1 Month's Salary	50%	50%	46%	0%	33%	25%	50%	33%	50%	29%	38%
More Than 1 Month's Salary	0%	7%	0%	10%	13%	0%	0%	11%	0%	3%	8%
Other Allowances	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Negotiable	0%	0%	0%	10%	0%	0%	0%	0%	10%	5%	2%
No Allowance Given Renters	0%	0%	0%	0%	7%	25%	0%	0%	0%	5%	2%

Incidental Expense Reimbursements to Renters

Table 44

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Providing Base Allowances	120	70	84	71	31	18	397
No Answer; Don't Know	1	1	1	0	0	1	4
Total Answering	119	69	83	71	31	17	393
Amount of Allowance for Renters							
Dollar Allowance Of:	25%	17%	18%	23%	29%	24%	22%
Less Than $250	0%	1%	1%	0%	0%	6%	1%
$250 - $499	2%	0%	0%	3%	3%	0%	1%
$500 - $999	4%	7%	6%	6%	3%	6%	5%
$1,000 - $1,499	12%	4%	4%	7%	10%	6%	7%
$1,500 - $1,999	3%	3%	1%	1%	3%	0%	2%
$2,000 - $2,499	0%	0%	1%	1%	7%	0%	1%
$2,500 or Over	5%	1%	5%	4%	3%	6%	4%

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Salary Allowance Of:	67%	78%	76%	78%	68%	65%	73%
Less Than 2 Weeks' Salary	2%	3%	4%	0%	0%	0%	2%
2 Weeks' - Less Than 1 Month's Salary	27%	23%	35%	23%	13%	18%	25%
1 Month's Salary	32%	46%	33%	47%	39%	24%	38%
More Than 1 Month's Salary	7%	6%	5%	9%	16%	24%	8%
Other Allowances	3%	0%	2%	0%	0%	0%	1%
Negotiable	3%	0%	1%	0%	3%	6%	2%
No Allowance Given Renters	3%	4%	2%	0%	0%	6%	2%

Tax Policy

Companies Providing Tax Adder Payments	Table 45
Whether Tax Adder Payments also Cover State and Local Taxes	Table 46
Companies Providing Tax Gross-Up on the Tax Adder Payment	Table 47
Whether Tax Gross-Up Payments also Cover State and Local Taxes	Table 48
Additional Reimbursements on which Companies Provide Tax Adder Payments	Table 49

Companies Providing Tax Adder Payments

Table 45

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	1	0	2	0	0	1	0	1	1	13
Total Answering	23	40	17	6	52	84	27	42	28	47	25	600
Tax Adder Payments												
Do Provide	78%	70%	71%	33%	73%	75%	59%	48%	75%	77%	56%	69%
Do not Provide	22%	30%	29%	67%	27%	25%	41%	52%	25%	23%	44%	31%

Companies Providing Tax Adder Payments

Table 45

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	1	1	1	0	1	0	0	3	13
Total Answering	16	36	17	15	22	6	6	17	15	59	600
Tax Adder Payments											
Do Provide	81%	78%	77%	53%	64%	100%	67%	71%	60%	63%	69%
Do not Provide	19%	22%	24%	47%	36%	0%	33%	29%	40%	37%	31%

Companies Providing Tax Adder Payments

Table 45

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	9	1	1	1	0	1	13
Total Answering	210	101	133	92	41	20	600
Tax Adder Payments							
Do Provide	62%	68%	73%	74%	71%	85%	69%
Do not Provide	38%	32%	27%	26%	29%	15%	31%

Whether Tax Adder Payments also Cover State and Local Taxes

Table 46

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Providing Tax Adder Payments	18	28	12	2	38	63	16	20	21	36	14	412
No Answer; Don't Know	0	1	0	0	1	0	0	0	0	0	0	5
Total Answering	18	27	12	2	37	63	16	20	21	36	14	407
Taxes Covered												
Federal Taxes Only	22%	26%	67%	0%	38%	24%	6%	40%	19%	14%	29%	26%
Federal and State Taxes Only	28%	11%	8%	0%	11%	8%	19%	20%	19%	8%	7%	10%
Federal, State and Local Taxes	50%	63%	25%	100%	51%	68%	75%	40%	62%	78%	64%	64%

Whether Tax Adder Payments also Cover State and Local Taxes

Table 46

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Providing Tax Adder Payments	13	28	13	8	14	6	4	12	9	37	412
No Answer; Don't Know	0	0	0	0	0	1	0	0	0	2	5
Total Answering	13	28	13	8	14	5	4	12	9	35	407
Taxes Covered											
Federal Taxes Only	23%	36%	39%	13%	14%	40%	50%	8%	22%	23%	26%
Federal and State Taxes Only	23%	0%	8%	0%	14%	20%	0%	0%	0%	0%	10%
Federal, State and Local Taxes	54%	64%	54%	88%	71%	40%	50%	92%	78%	77%	64%

Whether Tax Adder Payments also Cover State and Local Taxes

Table 46

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Providing Tax Adder Payments	130	69	97	68	29	17	412
No Answer; Don't Know	2	2	0	1	0	0	5
Total Answering	128	67	97	67	29	17	407
Taxes Covered							
Federal Taxes Only	31%	30%	20%	25%	24%	18%	26%
Federal and State Taxes Only	8%	6%	7%	15%	24%	12%	10%
Federal, State and Local Taxes	61%	64%	73%	60%	52%	71%	64%

Companies Providing Tax Gross-Up on the Tax Adder Payment

Table 47

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Providing Tax Adder Payments	18	28	12	2	38	63	16	20	21	36	14	412
No Answer; Don't Know	0	1	0	0	2	1	0	0	0	4	0	12
Total Answering	18	27	12	2	36	62	16	20	21	32	14	400
Also Reimburse Tax Gross-Up												
Do Reimburse	72%	74%	92%	100%	81%	81%	88%	55%	81%	94%	57%	77%
Do not Reimburse	28%	26%	8%	0%	19%	19%	13%	45%	19%	6%	43%	23%

Companies Providing Tax Gross-Up on the Tax Adder Payment

Table 47

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Providing Tax Adder Payments	13	28	13	8	14	6	4	12	9	37	412
No Answer; Don't Know	0	0	1	1	1	1	0	0	0	0	12
Total Answering	13	28	12	7	13	5	4	12	9	37	400
Also Reimburse Tax Gross-Up											
Do Reimburse	85%	68%	75%	57%	69%	60%	50%	83%	67%	81%	77%
Do not Reimburse	15%	32%	25%	43%	31%	40%	50%	17%	33%	19%	23%

Companies Providing Tax Gross-Up on the Tax Adder Payment

Table 47

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Providing Tax Adder Payments	130	69	97	68	29	17	412
No Answer; Don't Know	6	2	0	3	0	1	12
Total Answering	124	67	97	65	29	16	400
Also Reimburse Tax Gross-Up							
Do Reimburse	80%	78%	75%	71%	76%	88%	77%
Do not Reimburse	20%	22%	25%	29%	24%	13%	23%

Whether Tax Gross-Up Payments also Cover State and Local Taxes

Table 48

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Providing Gross-Up on Tax Adder Payments	13	20	11	2	29	50	14	11	17	30	8	308
No Answer; Don't Know	0	0	0	0	2	0	0	0	0	0	0	4
Total Answering	13	20	11	2	27	50	14	11	17	30	8	304
Taxes Covered												
Federal Taxes Only	15%	25%	55%	0%	33%	12%	7%	27%	24%	7%	13%	18%
Federal and State Taxes Only	31%	5%	9%	0%	7%	10%	7%	27%	18%	7%	0%	9%
Federal, State and Local Taxes	54%	70%	36%	100%	59%	78%	86%	46%	59%	87%	88%	73%

Whether Tax Gross-Up Payments also Cover State and Local Taxes

Table 48

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Providing Gross-Up on Tax Adder Payments	11	19	9	4	9	3	2	10	6	30	308
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	2	4
Total Answering	11	19	9	4	9	3	2	10	6	28	304
Taxes Covered											
Federal Taxes Only	9%	26%	22%	0%	11%	0%	50%	0%	0%	18%	18%
Federal and State Taxes Only	27%	0%	0%	0%	11%	33%	0%	0%	0%	4%	9%
Federal, State and Local Taxes	64%	74%	78%	100%	78%	67%	50%	100%	100%	79%	73%

Whether Tax Gross-Up Payments also Cover State and Local Taxes

Table 48

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Providing Gross-Up on Tax Adder Payments	99	52	73	46	22	14	308
No Answer; Don't Know	1	1	0	1	1	0	4
Total Answering	98	51	73	45	21	14	304
Taxes Covered							
Federal Taxes Only	21%	24%	14%	13%	14%	14%	18%
Federal and State Taxes Only	7%	4%	7%	13%	29%	14%	9%
Federal, State and Local Taxes	71%	73%	80%	73%	57%	71%	73%

Additional Reimbursements on which Companies Provide Tax Adder Payments

Table 49

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Providing Tax Adder Payments	18	28	12	2	38	63	16	20	21	36	14	412
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	1	1	2
Total Answering	18	28	12	2	38	63	16	20	21	35	13	410
Other Assistance Covered												
Covers MIDA Payments	0%	21%	33%	50%	16%	22%	6%	5%	10%	23%	0%	17%
Covers COLA Payments	11%	18%	8%	0%	16%	18%	19%	10%	5%	14%	0%	11%
Covers Direct Mortgage Assistance	11%	11%	17%	0%	5%	24%	25%	10%	10%	9%	15%	12%
Covers Miscellaneous Relocation Allowance	61%	82%	67%	100%	71%	67%	63%	60%	81%	63%	62%	65%
Direct Reimbursements When Employees Sell Homes on Their Own	61%	50%	58%	100%	58%	60%	50%	30%	76%	54%	69%	58%
None of the Above	17%	11%	0%	0%	18%	18%	31%	30%	10%	14%	8%	17%

Additional Reimbursements on which Companies Provide Tax Adder Payments

Table 49

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Providing Tax Adder Payments	13	28	13	8	14	6	4	12	9	37	412
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	2
Total Answering	13	28	13	8	14	6	4	12	9	37	410
Other Assistance Covered											
Covers MIDA Payments	15%	21%	23%	25%	21%	0%	25%	25%	11%	16%	17%
Covers COLA Payments	0%	11%	15%	13%	7%	0%	25%	8%	0%	3%	11%
Covers Direct Mortgage Assistance	8%	0%	8%	13%	0%	0%	25%	17%	11%	16%	12%
Covers Miscellaneous Relocation Allowance	39%	75%	62%	75%	64%	67%	50%	33%	44%	57%	65%
Direct Reimbursements When Employees Sell Homes on Their Own	69%	64%	46%	63%	64%	50%	75%	58%	67%	49%	58%
None of the Above	8%	11%	31%	25%	0%	33%	0%	17%	22%	30%	17%

Additional Reimbursements on which Companies Provide Tax Adder Payments

Table 49

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Providing Tax Adder Payments	130	69	97	68	29	17	412
No Answer; Don't Know	1	0	0	0	0	1	2
Total Answering	129	69	97	68	29	16	410
Other Assistance Covered							
Covers MIDA Payments	19%	19%	18%	16%	7%	13%	17%
Covers COLA Payments	10%	15%	7%	15%	21%	0%	11%
Covers Direct Mortgage Assistance	12%	19%	13%	7%	10%	6%	12%
Covers Miscellaneous Relocation Allowance	64%	61%	69%	69%	59%	56%	65%
Direct Reimbursements When Employees Sell Homes on Their Own	57%	57%	56%	63%	55%	56%	58%
None of the Above	21%	19%	13%	9%	21%	25%	17%

Relocation Costs

Average Cost to Relocate a Homeowner in 1987 (Excluding MIDA, COLA, Other Subsidy Payments)	Table 50
Average Cost per Employee for MIDA, COLA, Mortgage Assistance and Tax Adder Payments in 1987	Table 51
Type of System Utilized for Tracking Relocation Costs	Table 52

Average Cost to Relocate a Homeowner in 1987
(Excluding MIDA, COLA, Other Subsidy Payments)

Table 50

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Moving Home-owners	23	40	18	6	54	83	26	43	28	48	26	608
No Answer; Don't Know	4	7	0	1	9	10	4	6	0	4	3	76
Total Answering	19	33	18	5	45	73	22	37	28	44	23	532
Cost Per Employee												
Under $10,000	0%	9%	0%	20%	4%	4%	9%	11%	4%	7%	0%	7%
$10,000 - $14,999	16%	3%	11%	0%	2%	10%	9%	8%	11%	0%	9%	6%
$15,000 - $19,999	0%	6%	6%	20%	7%	11%	5%	5%	7%	7%	4%	6%
$20,000 - $24,999	0%	15%	0%	0%	18%	20%	9%	8%	4%	16%	4%	10%
$25,000 - $29,999	32%	15%	22%	0%	11%	25%	18%	14%	14%	18%	9%	15%
$30,000 - $34,999	5%	21%	6%	20%	24%	11%	14%	27%	11%	18%	17%	19%
$35,000 - $39,999	5%	21%	33%	40%	18%	4%	23%	8%	18%	21%	13%	17%
$40,000 - $44,999	5%	6%	6%	0%	11%	1%	0%	10%	15%	7%	26%	10%
$45,000 - $49,999	21%	0%	6%	0%	2%	1%	0%	0%	4%	2%	9%	4%
$50,000 or Over	16%	3%	11%	0%	2%	11%	14%	8%	14%	5%	9%	8%
Average Cost in $000	33.8	27.3	31.8	24.6	28.5	26.1	28.2	27.3	33.9	29.1	34.3	29.4

Average Cost to Relocate a Homeowner in 1987 (Excluding MIDA, COLA, Other Subsidy Payments)

Table 50

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Moving Home-owners	16	35	17	15	23	6	7	17	15	62	608
No Answer; Don't Know	2	2	2	2	6	0	1	4	1	8	76
Total Answering	14	33	15	13	17	6	6	13	14	54	532
Cost Per Employee											
Under $10,000	7%	0%	0%	23%	12%	17%	17%	15%	7%	11%	7%
$10,000 - $14,999	0%	3%	0%	0%	6%	0%	0%	23%	0%	8%	6%
$15,000 - $19,999	0%	0%	7%	15%	6%	0%	0%	8%	0%	7%	6%
$20,000 - $24,999	7%	0%	7%	23%	6%	0%	33%	0%	7%	6%	10%
$25,000 - $29,999	7%	12%	7%	0%	12%	33%	33%	8%	14%	7%	15%
$30,000 - $34,999	14%	24%	46%	31%	36%	17%	0%	15%	21%	14%	19%
$35,000 - $39,999	29%	21%	7%	0%	18%	0%	0%	8%	36%	28%	17%
$40,000 - $44,999	21%	21%	7%	0%	6%	17%	0%	8%	0%	15%	10%
$45,000 - $49,999	0%	12%	7%	8%	0%	17%	0%	0%	7%	0%	4%
$50,000 or Over	14%	6%	13%	0%	0%	0%	17%	15%	7%	4%	8%
Average Cost in $000	35.6	35.9	35.3	21.3	26.3	28.5	24.7	25.2	31.9	28.2	29.4

Average Cost to Relocate a Homeowner in 1987 (Excluding MIDA, COLA, Other Subsidy Payments)

Table 50

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Moving Homeowners	214	102	134	93	41	21	608
No Answer; Don't Know	30	14	13	9	5	3	76
Total Answering	184	88	121	84	36	18	532
Cost Per Employee							
Under $10,000	11%	7%	6%	4%	0%	0%	7%
$10,000 - $14,999	8%	14%	4%	1%	3%	6%	6%
$15,000 - $19,999	7%	15%	4%	4%	0%	0%	6%
$20,000 - $24,999	15%	7%	10%	10%	3%	0%	10%
$25,000 - $29,999	18%	15%	17%	11%	11%	0%	15%
$30,000 - $34,999	16%	16%	23%	20%	22%	12%	19%
$35,000 - $39,999	14%	13%	21%	24%	17%	6%	17%
$40,000 - $44,999	5%	4%	8%	11%	28%	45%	10%
$45,000 - $49,999	3%	0%	3%	5%	6%	17%	4%
$50,000 or Over	5%	10%	4%	12%	11%	17%	8%
Average Cost in $000	25.8	26.7	29.6	33.9	36.6	40.4	29.4

Average Cost per Employee for MIDA, COLA, Mortgage Assistance and Tax Adder Payments in 1987

Table 51

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Who Provide	21	37	16	5	45	75	22	32	25	45	21	534
No Answer; Don't Know	9	18	8	1	28	40	14	12	9	24	10	277
Total Answering	12	19	8	4	17	35	8	20	16	21	11	257
Cost Per Employee												
None	8%	16%	38%	0%	6%	6%	50%	20%	0%	10%	0%	13%
Less Than $5,000	58%	26%	25%	50%	35%	31%	25%	55%	31%	33%	18%	35%
$5,000 - $9,999	17%	32%	38%	0%	29%	23%	0%	10%	31%	29%	46%	24%
$10,000 - $14,999	0%	11%	0%	25%	24%	12%	0%	0%	13%	14%	9%	11%
$15,000 - $19,999	17%	5%	0%	0%	0%	9%	13%	5%	6%	0%	9%	6%
$20,000 - $24,999	0%	0%	0%	0%	6%	9%	13%	5%	13%	5%	0%	5%
$25,000 or Over	0%	11%	0%	25%	0%	11%	0%	5%	6%	10%	18%	7%
Average Cost in $000	4.1	7.0	2.5	0.4	3.8	9.3	2.9	3.1	7.6	7.1	7.0	5.6

Average Cost per Employee for MIDA, COLA, Mortgage Assistance and Tax Adder Payments in 1987

Table 51

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Who Provide	14	34	17	12	20	6	6	15	13	53	534
No Answer; Don't Know	10	15	10	7	11	3	3	8	9	28	277
Total Answering	4	19	7	5	9	3	3	7	4	25	257
Cost Per Employee											
None	0%	11%	29%	20%	33%	0%	0%	0%	25%	20%	13%
Less Than $5,000	0%	37%	57%	20%	22%	0%	0%	57%	50%	44%	35%
$5,000 - $9,999	50%	21%	14%	20%	11%	100%	33%	29%	0%	16%	24%
$10,000 - $14,999	50%	16%	0%	40%	0%	0%	0%	0%	25%	8%	11%
$15,000 - $19,999	0%	5%	0%	0%	22%	0%	0%	14%	0%	4%	6%
$20,000 - $24,999	0%	10%	0%	0%	0%	0%	0%	0%	0%	4%	5%
$25,000 or Over	0%	0%	0%	0%	11%	0%	67%	0%	0%	4%	7%
Average Cost in $000	6.3	6.3	2.2	2.9	5.6	6.3	16.2	4.2	2.3	3.8	5.6

Average Cost per Employee for MIDA, COLA, Mortgage Assistance and Tax Adder Payments in 1987

Table 51

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Who Provide	177	87	122	87	38	20	534
No Answer; Don't Know	90	36	64	52	18	15	277
Total Answering	87	51	58	35	20	5	257
Cost Per Employee							
None	22%	10%	12%	6%	5%	0%	13%
Less Than $5,000	25%	43%	40%	40%	30%	60%	35%
$5,000 - $9,999	21%	18%	22%	26%	50%	40%	24%
$10,000 - $14,999	12%	16%	5%	11%	10%	0%	11%
$15,000 - $19,999	5%	4%	10%	9%	0%	0%	6%
$20,000 - $24,999	5%	6%	5%	0%	5%	0%	5%
$25,000 or Over	10%	4%	5%	9%	0%	0%	7%
Average Cost in $000	5.4	5.8	5.9	6.2	5.4	4.0	5.6

Type of System Utilized for Tracking Relocation Costs

Table 52

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	23	40	18	6	54	84	27	43	28	48	26	613
Type of System												
Totally Computerized	57%	48%	28%	33%	32%	43%	41%	44%	29%	33%	62%	41%
Part Manual and Part Computerized	9%	8%	11%	0%	17%	10%	7%	5%	7%	4%	4%	8%
Totally Manual	30%	40%	61%	67%	50%	45%	48%	49%	64%	58%	31%	49%
Have no System to Track Costs	4%	5%	0%	0%	2%	2%	4%	2%	0%	4%	4%	3%

Type of System Utilized for Tracking Relocation Costs

Table 52

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	16	36	18	16	23	6	7	17	15	62	613
Type of System											
Totally Computerized	56%	50%	56%	31%	35%	33%	29%	18%	40%	39%	41%
Part Manual and Part Computerized	25%	3%	11%	19%	4%	17%	0%	6%	13%	0%	8%
Totally Manual	19%	44%	33%	50%	52%	50%	71%	71%	40%	60%	49%
Have no System to Track Costs	0%	3%	0%	0%	9%	0%	0%	6%	7%	2%	3%

Type of System Utilized for Tracking Relocation Costs

Table 52

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	219	102	134	93	41	21	613
Type of System							
Totally Computerized	31%	39%	46%	43%	66%	52%	41%
Part Manual and Part Computerized	7%	8%	8%	5%	15%	14%	8%
Totally Manual	60%	45%	46%	50%	20%	24%	49%
Have no System to Track Costs	2%	8%	1%	2%	0%	10%	3%

Other Assistance

Companies having Group Moves in 1987	Table 53
Type of Assistance Provided by Outside Company for the Group Move	Table 54
Expenses Reimbursed when the Transferred Employee is a Renter	Table 55
Number of Househunting Trips for which Companies will Reimburse	Table 56
Maximum Number of Days Reimbursed for Each Househunting Trip	Table 57
Maximum Number of Days Reimbursed for All Househunting Trips	Table 58
Length of Time Companies will Reimburse for Temporary Living at the New Location	Table 59

Companies having Group Moves in 1987

Table 53

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	1	0	1
Total Answering	23	40	18	6	54	84	27	43	28	47	26	612
Group Moves												
Did Relocate One or More Groups of Employees	30%	20%	17%	0%	20%	17%	26%	21%	21%	19%	27%	21%
Did not Relocate One or More Groups of Employees	70%	80%	83%	100%	80%	83%	74%	79%	79%	81%	73%	79%

Companies having Group Moves in 1987

Table 53

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16.	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	1
Total Answering	16	36	18	16	23	6	7	17	15	62	612
Group Moves											
Did Relocate One or More Groups of Employees	25%	33%	28%	25%	30%	17%	43%	6%	7%	13%	21%
Did not Relocate One or More Groups of Employees	75%	67%	72%	75%	70%	83%	57%	94%	93%	87%	79%

Companies having Group Moves in 1987

Table 53

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	0	0	0	0	0	1	1
Total Answering	219	102	134	93	41	20	612
Group Moves							
Did Relocate One or More Groups of Employees	9%	24%	19%	33%	37%	60%	21%
Did not Relocate One or More Groups of Employees	91%	77%	81%	67%	63%	40%	79%

Type of Assistance Provided by Outside Company for the Group Move

Table 54

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total With Group Moves	7	8	3	0	11	14	7	9	6	9	7	127
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	7	8	3	0	11	14	7	9	6	9	7	127
Outside Assistance Received												
Home Sale Assistance	43%	50%	33%	0%	55%	64%	71%	33%	67%	78%	29%	57%
Area Orientation or Home Finding	29%	38%	33%	0%	46%	86%	43%	22%	33%	67%	29%	48%
Cost-Of-Living Data	14%	25%	0%	0%	27%	43%	14%	0%	0%	33%	14%	26%
Mortgage Services	14%	25%	33%	0%	18%	36%	14%	22%	17%	44%	14%	25%
Employee Commun-ications	0%	25%	0%	0%	9%	29%	29%	0%	17%	22%	43%	21%
Site Selection Assistance	14%	25%	33%	0%	18%	36%	0%	22%	17%	22%	0%	20%
Overall Management and Planning	0%	25%	0%	0%	0%	29%	29%	0%	50%	11%	14%	19%
Spouse Counseling	0%	0%	33%	0%	0%	21%	14%	11%	0%	11%	14%	15%

Type of Assistance Provided by Outside Company for the Group Move (Cont'd)

Table 54 (Cont'd)

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Employee Surveys	14%	25%	0%	0%	27%	14%	29%	0%	0%	11%	0%	13%
Policy Review or Development	0%	25%	0%	0%	0%	7%	29%	0%	0%	0%	14%	13%
No Outside Help Received	57%	25%	67%	0%	27%	14%	29%	67%	33%	22%	57%	35%

Type of Assistance Provided by Outside Company for the Group Move

Table 54

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total With Group Moves	4	12	5	4	7	1	3	1	1	8	127
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	4	12	5	4	7	1	3	1	1	8	127
Outside Assistance Received											
Home Sale Assistance	75%	50%	80%	50%	57%	0%	67%	100%	100%	63%	57%
Area Orientation or Homefinding	75%	33%	60%	75%	43%	100%	33%	100%	100%	38%	48%
Cost-Of-Living Data	50%	33%	60%	0%	43%	0%	33%	100%	0%	25%	26%
Mortgage Services	0%	0%	40%	75%	29%	0%	67%	100%	100%	13%	25%
Employee Communications	25%	17%	40%	25%	14%	0%	67%	100%	0%	25%	21%
Site Selection Assistance	0%	0%	40%	25%	0%	0%	67%	100%	100%	25%	20%
Overall Management and Planning	25%	17%	40%	25%	0%	0%	33%	100%	0%	38%	19%
Spouse Counseling	50%	8%	40%	25%	29%	0%	33%	100%	0%	13%	15%

Type of Assistance Provided by Outside Company for the Group Move (Cont'd)

Table 54 (Cont'd)

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Employee Surveys	0%	0%	40%	0%	0%	0%	33%	100%	0%	25%	13%
Policy Review or Development	25%	0%	40%	0%	0%	0%	67%	100%	0%	50%	13%
No Outside Help Received	25%	50%	20%	25%	43%	0%	33%	0%	0%	38%	35%

Type of Assistance Provided by Outside Company for the Group Move

Table 54

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total With Group Moves	19	24	25	31	15	12	127
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	19	24	25	31	15	12	127
Outside Assistance Received							
Home Sale Assistance	47%	38%	68%	65%	73%	42%	57%
Area Orientation or Homefinding	47%	25%	60%	58%	67%	25%	48%
Cost-Of-Living Data	16%	17%	40%	23%	40%	25%	26%
Mortgage Assistance	21%	17%	32%	42%	13%	8%	25%
Employee Communications	16%	13%	40%	16%	27%	17%	21%
Site Selection Assistance	32%	13%	28%	19%	13%	8%	20%
Overall Management and Planning	11%	21%	36%	10%	13%	25%	19%
Spouse Counseling	5%	8%	28%	16%	13%	17%	15%

Type of Assistance Provided by Outside Company for the Group Move (Cont'd)

Table 54 (Cont'd)

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Employee Surveys	11%	13%	16%	23%	7%	0%	13%
Policy Review or Development	5%	13%	28%	10%	7%	8%	13%
No Outside Help Received	42%	54%	24%	29%	13%	58%	35%

Expenses Reimbursed when the Transferred Employee is a Renter

Table 55

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	0
Total Answering	23	40	18	6	54	84	27	43	28	48	26	613
Expenses Reimbursed To Renters												
Lease Termination Penalties	100%	98%	100%	83%	93%	88%	93%	95%	96%	90%	92%	93%
Finder's Fees	0%	45%	44%	0%	32%	56%	30%	37%	29%	33%	39%	41%
Legal Fees	48%	43%	56%	17%	43%	35%	11%	26%	29%	21%	35%	36%
Security Deposits	30%	23%	28%	33%	20%	20%	22%	28%	18%	21%	8%	24%
Differential in Rents from One Area to Another	26%	18%	6%	0%	7%	10%	7%	12%	4%	15%	4%	12%
No Expenses Reimbursed to Renters	0%	3%	0%	17%	7%	11%	7%	5%	4%	10%	8%	6%

Expenses Reimbursed when the Transferred Employee is a Renter

Table 55

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0
Total Answering	16	36	18	16	23	6	7	17	15	62	613
Expenses Reimbursed To Renters											
Lease Termination Penalties	94%	100%	94%	88%	83%	100%	100%	100%	93%	94%	93%
Finder's Fees	50%	53%	56%	50%	65%	50%	43%	35%	13%	42%	41%
Legal Fees	44%	50%	39%	31%	52%	33%	71%	41%	40%	34%	36%
Security Deposits	25%	22%	17%	19%	22%	67%	14%	47%	27%	32%	24%
Differential in Rents from One Area to Another	0%	25%	22%	13%	13%	0%	14%	12%	13%	15%	12%
No Expenses Reimbursed to Renters	6%	0%	6%	6%	4%	0%	0%	0%	7%	5%	6%

Expenses Reimbursed when the Transferred Employee is a Renter

Table 55

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	0	0	0	0	0	0	0
Total Answering	219	102	134	93	41	21	613
Expenses Reimbursed To Renters							
Lease Termination Penalties	91%	92%	96%	93%	100%	100%	93%
Finder's Fees	37%	38%	44%	47%	39%	33%	41%
Legal Fees	38%	41%	38%	29%	27%	33%	36%
Security Deposits	27%	22%	23%	19%	24%	19%	24%
Differential in Rents from One Area to Another	10%	8%	13%	15%	15%	29%	12%
No Expenses Reimbursed to Renters	8%	6%	3%	8%	0%	0%	6%

Number of Househunting Trips for which Companies will Reimburse

Table 56

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	0	1
Total Answering	23	40	18	6	54	84	27	43	28	48	26	612
Number of Trips												
None	0%	0%	0%	0%	0%	0%	0%	0%	4%	2%	0%	1%
One	52%	33%	39%	67%	30%	29%	41%	40%	32%	27%	58%	37%
Two	39%	63%	56%	17%	63%	54%	41%	47%	39%	52%	27%	51%
Three	9%	3%	6%	17%	4%	8%	7%	12%	11%	8%	4%	6%
Four	0%	0%	0%	0%	0%	1%	0%	0%	0%	2%	4%	1%
Five or More	0%	0%	0%	0%	0%	2%	0%	2%	4%	2%	0%	1%
Limited to Days but not Trips	0%	0%	0%	0%	2%	0%	4%	0%	0%	0%	0%	0%
No Limit	0%	0%	0%	0%	2%	6%	0%	0%	11%	0%	4%	3%
Negotiated; Varies	0%	3%	0%	0%	0%	0%	7%	0%	0%	6%	4%	2%
Average # of Trips	1.6	1.7	1.7	1.5	1.7	1.9	1.6	1.8	1.8	1.9	1.5	1.7

Number of Househunting Trips for which Companies will Reimburse

Table 56

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	1	1
Total Answering	16	36	18	16	23	6	7	17	15	61	612
Number of Trips											
None	0%	0%	0%	0%	0%	0%	0%	0%	0%	3%	1%
One	69%	44%	28%	38%	35%	50%	0%	29%	27%	41%	37%
Two	31%	44%	61%	56%	61%	50%	43%	59%	73%	48%	51%
Three	0%	3%	6%	6%	0%	0%	29%	6%	0%	7%	6%
Four	0%	3%	6%	0%	0%	0%	0%	0%	0%	0%	1%
Five or More	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Limited to Days but not Trips	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
No Limit	0%	6%	0%	0%	4%	0%	14%	6%	0%	0%	3%
Negotiated; Varies	0%	0%	0%	0%	0%	0%	14%	0%	0%	2%	2%
Average # of Trips	1.3	1.6	1.9	1.7	1.6	1.5	2.4	1.8	1.7	1.6	1.7

Number of Househunting Trips for which Companies will Reimburse

Table 56

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	1	0	0	0	0	0	1
Total Answering	218	102	134	93	41	21	612
Number of Trips							
None	1%	1%	1%	0%	2%	0%	1%
One	28%	42%	34%	45%	51%	52%	37%
Two	57%	46%	53%	46%	34%	38%	51%
Three	9%	6%	7%	2%	5%	0%	6%
Four	1%	0%	1%	0%	2%	0%	1%
Five or More	1%	1%	1%	0%	0%	5%	1%
Limited to Days but not Trips	1%	0%	0%	0%	0%	0%	0%
No Limit	1%	3%	3%	4%	2%	5%	3%
Negotiated; Varies	1%	1%	2%	2%	2%	0%	2%
Average # of Trips	1.9	1.6	1.7	1.5	1.5	1.6	1.7

Maximum Number of Days Reimbursed for Each Househunting Trip

Table 57

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	0	1	2
Total Answering	23	40	18	6	54	84	27	43	28	48	25	611
Maximum Days												
1 - 2	0%	3%	0%	0%	4%	2%	7%	7%	7%	4%	0%	3%
3 - 4	4%	18%	28%	17%	24%	30%	26%	16%	18%	29%	16%	20%
5 - 6	35%	23%	28%	50%	26%	25%	15%	28%	4%	19%	28%	26%
7 - 9	30%	38%	28%	17%	26%	24%	26%	19%	39%	21%	24%	27%
10 - 19	13%	3%	6%	0%	2%	2%	7%	5%	7%	2%	8%	5%
20 or More	4%	0%	0%	0%	2%	0%	0%	0%	0%	0%	4%	1%
No Limit	13%	10%	6%	17%	15%	17%	11%	23%	18%	17%	16%	15%
Reasonable Number	0%	8%	6%	0%	2%	0%	7%	2%	0%	6%	4%	3%
Average # of Days	8.6	5.7	5.6	5.0	5.7	5.1	5.6	5.3	5.9	4.8	8.9	5.9

Maximum Number of Days Reimbursed for Each Househunting Trip

Table 57

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	0	0	0	0	0	0	0	0	1	2
Total Answering	16	36	18	16	23	6	7	17	15	61	611
Maximum Days											
1 - 2	0%	3%	0%	6%	0%	0%	0%	6%	0%	2%	3%
3 - 4	13%	8%	17%	38%	17%	0%	0%	12%	0%	25%	20%
5 - 6	56%	25%	11%	31%	26%	50%	29%	18%	33%	31%	26%
7 - 9	25%	42%	39%	13%	30%	33%	14%	24%	47%	21%	27%
10 - 19	6%	6%	11%	0%	4%	17%	14%	18%	0%	3%	5%
20 or More	0%	0%	6%	0%	0%	0%	14%	0%	0%	0%	1%
No Limit	0%	17%	17%	13%	22%	0%	29%	24%	7%	10%	15%
Reasonable Number	0%	0%	0%	0%	0%	0%	0%	0%	13%	5%	3%
Average # of Days	5.6	6.1	10.1	4.4	5.8	6.7	12.8	6.6	6.2	5.0	5.9

Maximum Number of Days Reimbursed for Each Househunting Trip

Table 57

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	1	0	0	0	1	0	2
Total Answering	218	102	134	93	40	21	611
Maximum Days							
1 - 2	5%	4%	2%	1%	0%	5%	3%
3 - 4	26%	22%	18%	11%	20%	14%	20%
5 - 6	29%	19%	27%	32%	10%	19%	26%
7 - 9	17%	33%	27%	33%	45%	38%	27%
10 - 19	6%	5%	2%	9%	3%	0%	5%
20 or More	1%	0%	1%	1%	3%	0%	1%
No Limit	13%	15%	20%	10%	13%	24%	15%
Reasonable Number	2%	2%	4%	3%	5%	0%	3%
Average # of Days	5.6	5.6	5.6	6.7	7.7	5.6	5.9

Maximum Number of Days Reimbursed for All Househunting Trips

Table 58

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	0	0	1	0	0	0	0	0	0	0	1	5
Total Answering	23	40	17	6	54	84	27	43	28	48	25	608
Maximum Days												
1 - 2	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	1%
3 - 4	4%	10%	12%	0%	6%	6%	7%	9%	7%	10%	12%	7%
5 - 6	22%	18%	12%	33%	24%	32%	26%	26%	11%	17%	24%	22%
7 - 9	26%	35%	35%	33%	32%	27%	30%	26%	43%	35%	24%	30%
10 - 19	30%	28%	29%	0%	17%	21%	19%	14%	7%	17%	24%	22%
20 or More	4%	0%	0%	0%	4%	1%	0%	2%	7%	2%	4%	3%
No Limit	13%	8%	6%	33%	17%	12%	11%	19%	18%	8%	8%	13%
Reasonable Number	0%	3%	6%	0%	2%	0%	7%	2%	0%	8%	4%	3%
Average # of Days	10.2	8.1	7.5	6.5	9.8	7.6	7.8	7.4	9.4	9.3	9.7	8.6

Maximum Number of Days Reimbursed for All Household Trips

Table 58

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cosmetics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Automotive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	1	0	0	0	0	1	0	0	0	5
Total Answering	16	35	18	16	23	6	6	17	15	61	608
Maximum Days											
1 - 2	0%	3%	0%	6%	0%	0%	0%	0%	0%	0%	1%
3 - 4	13%	3%	6%	0%	9%	0%	0%	6%	0%	5%	7%
5 - 6	50%	20%	11%	44%	9%	17%	17%	6%	13%	23%	22%
7 - 9	25%	43%	33%	19%	17%	50%	0%	24%	27%	26%	30%
10 - 19	0%	26%	39%	13%	35%	17%	33%	29%	47%	23%	22%
20 or More	6%	0%	6%	6%	0%	0%	33%	6%	0%	3%	3%
No Limit	6%	6%	6%	13%	30%	0%	17%	29%	7%	12%	13%
Reasonable Number	0%	0%	0%	0%	0%	17%	0%	0%	7%	5%	3%
Average # of Days	6.4	7.4	12.3	7.7	8.7	7.8	17.0	10.2	9.2	7.9	8.6

Maximum Number of Days Reimbursed for All Househunting Trips

Table 58

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	3	0	1	0	1	0	5
Total Answering	216	102	133	93	40	21	608
Maximum Days							
1 - 2	1%	1%	1%	0%	0%	0%	1%
3 - 4	5%	12%	8%	7%	5%	5%	7%
5 - 6	28%	12%	21%	29%	10%	19%	22%
7 - 9	23%	38%	29%	24%	48%	52%	30%
10 - 19	23%	19%	25%	25%	15%	10%	22%
20 or More	4%	2%	2%	3%	3%	5%	3%
No Limit	14%	15%	11%	11%	10%	10%	13%
Reasonable Number	2%	1%	3%	2%	8%	0%	3%
Average # of Days	8.9	7.7	8.5	8.4	9.4	8.6	8.6

Length of Time Companies will Reimburse for Temporary Living at the New Location

Table 59

	Industry											
	Petro-leum & Gas	Food Prep & Distr	Metals	Mining	Indus Machs & Equip	Banking Finance Acctg & Insur	Diver-sified Finan Serv	Retail & Whole	Transp	Utility & Commun	Aeron Space & Elect	Total
Total Interviewed	23	40	18	6	54	84	27	43	28	48	26	613
No Answer; Don't Know	1	0	0	0	0	0	0	0	0	0	0	4
Total Answering	22	40	18	6	54	84	27	43	28	48	26	609
Length of Time												
Less Than 15 Days	5%	5%	0%	0%	11%	3%	11%	4%	15%	6%	4%	6%
15 - 29 Days	5%	0%	0%	0%	0%	0%	0%	0%	0%	2%	0%	1%
30 - 44 Days	55%	33%	39%	0%	37%	44%	23%	51%	29%	29%	58%	41%
45 - 59 Days	10%	5%	12%	33%	8%	9%	4%	5%	14%	12%	8%	8%
60 - 74 Days	9%	35%	28%	50%	22%	21%	19%	21%	32%	29%	19%	25%
75 Days or More	19%	18%	17%	17%	17%	15%	23%	12%	7%	16%	0%	15%
Reasonable Time	0%	5%	6%	0%	2%	1%	7%	5%	0%	4%	12%	3%
Unlimited Time	0%	0%	0%	0%	4%	5%	15%	2%	4%	0%	0%	3%
Average # of Days	48.3	52.2	56.8	75.0	52.2	49.4	54.1	43.8	44.2	52.7	37.4	49.1

Length of Time Companies will Reimburse for Temporary Living at the New Location

Table 59

	Industry (Contd)										
	Business Machines	Chem & Plast	Pharm & Cos-metics	Hard, Appl & Hswrs	Wood & Paper	Rubber & Rubber Prod	Textiles	Publ & Print	Auto-motive	All Other	Total
Total Interviewed	16	36	18	16	23	6	7	17	15	62	613
No Answer; Don't Know	0	1	0	0	0	0	0	0	0	2	4
Total Answering	16	35	18	16	23	6	7	17	15	60	609
Length of Time											
Less Than 15 Days	6%	3%	0%	0%	0%	0%	0%	6%	0%	9%	6%
15 - 29 Days	6%	0%	0%	6%	0%	0%	0%	0%	0%	2%	1%
30 - 44 Days	56%	49%	28%	50%	61%	17%	43%	53%	33%	45%	41%
45 - 59 Days	13%	3%	0%	13%	0%	0%	0%	6%	13%	7%	8%
60 - 74 Days	6%	31%	56%	0%	26%	67%	57%	18%	33%	15%	25%
75 Days or More	13%	14%	0%	19%	4%	17%	0%	12%	20%	19%	15%
Reasonable Time	0%	0%	6%	13%	0%	0%	0%	0%	0%	3%	3%
Unlimited Time	0%	0%	6%	0%	9%	0%	0%	6%	0%	2%	3%
Average # of Days	38.4	50.4	51.6	52.0	42.6	60.0	47.1	42.8	54.0	47.5	49.1

Length of Time Companies will Reimburse for Temporary Living at the New Location

Table 59

	Number of Transferred Homeowners in 1987						
	Under 25	25 - 49	50 - 99	100 - 249	250 - 499	500 or More	Total
Total Interviewed	219	102	134	93	41	21	613
No Answer; Don't Know	2	0	1	0	0	1	4
Total Answering	217	102	133	93	41	20	609
Length of Time							
Less Than 15 Days	6%	4%	5%	5%	5%	10%	6%
15 - 29 Days	2%	0%	1%	1%	0%	5%	1%
30 - 44 Days	41%	42%	41%	41%	49%	30%	41%
45 - 59 Days	4%	14%	8%	7%	7%	15%	8%
60 - 74 Days	21%	24%	26%	32%	20%	35%	25%
75 Days or More	20%	7%	16%	10%	12%	0%	15%
Reasonable Time	3%	5%	2%	3%	2%	5%	3%
Unlimited Time	3%	5%	3%	0%	5%	0%	3%
Average # of Days	53.2	44.9	48.9	47.6	44.9	41.9	49.1